

Deregulation at Ryerson

Growing crisis in access to education say students.

THE board of governors of Ryerson Polytechnic University has approved a new masters program in Computer Networks that will cost \$20,000 a year in tuition fees.

"It's a slap in the face to middle and lower income families," said Erin George, Ontario chairperson of the Canadian Federation of Students. "Students who can't afford to pay this amount will simply be shut out of the program."

Ryerson's administration says the fees have been set so high in order for the program to operate on a full "cost-recovery" basis. Administrators also say the high fees are justified given that graduates can expect to find lucrative employment.

"You can recover your expenses when you get employed," Mehmet Zeytinoglu, chair of Ryerson's electrical and computer engineering department, was quoted as saying.

However, George says the promise of well-paying jobs still does not help students from families who simply cannot afford the cost of tuition.

"Statistics Canada has already flagged the growing accessibility gap that is emerging between middle and lower income students and those from affluent backgrounds," George said.

"That graduates from this program will find jobs cannot be used as justification for ending access to education for middle and lower income students. The spectre of \$20,000 tuition fees is a nightmare for most students."

George is also concerned that the new program will have strong links with private industry. She says Cisco Systems is donating \$500,000 worth of computer equipment to the program and that the company will be offering students co-op placements.

"It's no accident that Cisco Systems was a sponsor of last year's Education Industry Summit, a forum for private corporations to compare notes on how to squeeze profits from the emerging post-secondary education market," noted George.

"Thanks to the policies of the Ontario government, it's clear what public-private partnerships mean for higher education in this province — one stream of education and employment for the affluent, and another for the rest of us."

Simon Fraser University Accused of Hiring Bias



Simon Fraser University — Academic freedom furor erupts over professor's appointment to prestigious chair position.

David Noble's appointment to J.S. Woodsworth Chair challenged by Simon Fraser administration.

THE Simon Fraser University administration has been accused of attempting to block the appointment of David Noble as the J.S. Woodsworth Chair in the Humanities.

Noble, a professor of history at York University, was chosen by the department of humanities at SFU to hold the prestigious chair after an intensive search process. Noble was the unanimous choice of the search committee whose decision received the overwhelming support of the department.

The Woodsworth Chair, one of nine endowed chairs at SFU, was established in honour of J.S. Woodsworth — a clergyman, social reformer, member of parliament, and founder of the Cooperative Commonwealth Federation (CCF). The holder of the chair is to be an outstanding scholar and a person who engages in outreach to the community on issues of social justice and peace.

Noble's selection followed three days of interviews in January and an extensive check of about a dozen of his references, including such well-known scholars as Noam Chomsky (MIT), Stan Katz (Princeton and president of the American Council of Learned Societies), Seymour Melman (emeritus professor of industrial engineering at Columbia), Sheila Slaughter (professor of higher education at Arizona) as well as public figures such as Ralph Nader and Maude Barlow.

After the recommendation was forwarded to John Pierce, SFU's dean of arts, Noble was contacted by a private consulting firm asking permission to interview four additional people who were not in his academic

field, and who had no experience with him as a colleague, but all of whom had been involved in activities or enterprises about which Noble had been publicly critical.

Subsequently, some of Noble's own referees reported receiving telephone calls from this same firm in which they felt pressed for negative views about Noble. The firm asked other questions also, such as whether Noble could be counted upon to represent the university's views in his work as occupant of the chair.

Then, at the end of March, the dean of arts announced he would not support the department's recommendation of Noble. In his letter to John Waterhouse, SFU's vice-president academic and provost, Pierce is reported to have cited only Noble's refusal to cooperate with the external consulting firm hired by the SFU administration.

Noble has asked CAUT to look into the matter immediately, "as it appears to entail an egregious violation of free speech, academic freedom and established academic practice."

CAUT president Tom Booth expressed serious concern. "It appears as if the SFU administration does not like Noble's politics and is trying to kill the appointment," Booth said.

"The procedure being followed raises serious questions about the university administration's commitment to academic freedom. CAUT will be following the situation closely and will do whatever is necessary to protect academic freedom and due process."

RCMP Quiz Lethbridge Prof over Summit

THE RCMP quizzed a University of Lethbridge professor about his role in organizing an indigenous rights conference coinciding with the Quebec City Summit of the Americas later this month.

Tony Hall, associate professor of Native American studies, said a member of the RCMP's national security investigations section questioned him on campus for 45 minutes concerning his attendance at the Quebec conference and material he had written critical of the proposed Free Trade Area of the Americas.

"In all my professional life, I've never run into this kind of thing," Hall said. "Why am I being questioned by national security for raising these issues? I'm just doing the job that is expected of me as a professor."

Ian McKenna, chair of CAUT's academic freedom and tenure committee says the RCMP may have violated Hall's civil rights and his academic freedom.

"CAUT is extremely disturbed by what we would see as a breach of academic freedom," McKenna said. "Tony's academic areas are very much the issues raised by the FTAA and the impact of unrestricted development on aboriginal people. Unless they're investigating a crime, the RCMP has no business singling him out."

Hall said he tried to explain the importance of academic freedom to the RCMP security official during the questioning, but these concerns seemed to be dismissed. The official explained that Hall was being questioned because his activities fall into a "grey area" and demanded the names of those helping to organize the indigenous rights conference. Hall refused to provide any names.

Michael Kubara, a fellow professor at Lethbridge and a former member of CAUT's AF&T committee, says the questioning looks like a form of harassment designed to intimidate Hall from participating at alternative events around the summit.

"Even if there were no threats, the very gesture is threatening," Kubara said. "People are quite reasonable to be worried about this."

Kubara added that in his five years on the AF&T committee, he never encountered a similar case of police intimidation.

See RCMP Page A10

*Our Universities.
Our Future.*

BOOKSHELF

The intrusion of big business into academia's ivory tower.

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COMMENTARY

Talk of crisis prompts hope for more funding.

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LETTERS COURRIER

Vigilance Key to Keeping Universities Relevant

The thoughtful commentary by Jeremy Richards (*Bulletin*, March 2001) will undoubtedly strike a responsive chord among many of us.

Mutual trust between universities and government can be nurtured by placing increasing numbers of the best graduates into the political arena. We must teach our students well and make their university experience meaningful, so that they champion education throughout their lives. Congratulations upon graduation may be by e-mail and no longer be handwritten. But the principle of individual attention needs to be upheld on a daily basis to assure students maintain positive views of the educational process.

We must encourage administrators who value education and research and preach to them constantly. The slippery slope to commercialization is not a must if determined positions of administrators, resulting from consulting with faculty, are supported by boards and alumni.

Yes, we are attacked from all sides with lucrative research proposals and yes, we must fight to reaffirm that universities are where fundamental work is done. Astute directors of research and managers, with the proviso that they have scientific training, know their companies will deteriorate if the "cutting-edge" university research will dry up.

Bombardment by publishing companies to use multimedia need not have a negative impact on teaching. The experienced teacher will adapt what is best and pitch the hype. A CD with animation or a professionally prepared transparency can have a major impact on the current student trained by TV to take in information at nanosecond speed.

Since governments control the birth of universities-for-profit, it is a matter of urgency that the message of Richards and similar commentaries are in daily newspapers across the country and not only nodded to by us.

There are more interesting things to read than Maclean's evaluation of us. But since our students do read

this, it is our duty to teach them to read critically. We must also invite the editors of Maclean's to our campuses more often to convince them to highlight brain power and social interaction without GAP and Coca-Cola glossies.

VICTOR SNIJEKUS
Chemistry, Queen's University

Growing Private Universities

The Ontario government wants to open "private" universities. Since, unlike businesses which can grow slowly, universities have very high start-up costs, the organizations best poised to start and run private universities are the public ones. Here are my suggestions on steps that can be taken to convert public universities into private ones:

1. Encourage universities to seek funding from private sources. This can be accomplished by slowly cutting public funds, and providing "matching" funding where the level of public support is tied to the private support received.

2. Replace the academic operating model and culture by corporate ones.

3. Initiate a few pilot for-profit programs to test the private program concept and get academics used to the idea. Start with MBA programs because business faculties will be naturally more responsive than other faculties.

Then continue with other graduate programs (they are small and thus better testing grounds). They are also considered elitist by the general population so it will be much harder to defend the concepts of accessibility and affordability for these programs.

4. Measure the performance and profitability of existing programs.

5. Slowly shut down the non-profitable programs and replace them by profitable ones.

Does this sound like your university? If so, you have nothing to fear from private universities because you will be working for one very soon.

SOPHIE QUIGLEY
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BC Boosts Education Funding

THE NDP government of British Columbia is providing a big financial boost for the province's colleges and universities, increasing funding by more than 9 per cent.

The funding announcement was made in last month's provincial budget which unveiled \$40 million to fund more than 5,000 new student spaces and a commitment to invest \$505 million to build and improve new schools, colleges and institutes. The new funding was applauded by college and university teachers.

Maureen Shaw, President of the College Institute Educators' Association of BC, said she was pleased to see \$20 million budgeted to compensate post-secondary education institutions for the recently announced five per cent reduction in tuition fees.

Shaw said educators will be working with government and institutions to ensure the increase in funding for post-secondary education institutions assists in keeping qualified faculty and attracting new faculty. She noted that the college and institute system could see between one-third and

one-half of faculty members retire over the next decade — presenting a challenge for the system.

"We expect the government will also recognize that improved compensation will be needed to improve faculty working conditions and to ensure competitive salaries and benefits," Shaw said.

The province's university professors also commended the government's increased investment in post-secondary education.

"These funding increases are necessary if BC's universities are to continue to provide high-quality education for British Columbians," said Darwyn Coxson, president of the Confederation of University Faculty Associations of British Columbia. "Subsequent budgets must continue to close the funding gap, increase educational opportunity, and support the world-class research conducted at our universities."

The budget also provides a one-time payment of \$23 million to assist universities in meeting the increased costs of research. ■

Les étudiants auront congé pour protester

LE Sénat de l'Université Concordia a pris une décision sans précédent en votant en faveur du report des examens finaux des étudiants qui veulent aller manifester au sommet des Amériques à Québec.

Environ 9 000 personnes sont attendues au sommet des chefs d'État de 34 pays de l'hémisphère occidental qui se réuniront pour discuter de la conclusion possible, d'ici 2004, d'un accord de libre-échange de l'hémisphère qui s'appellera Accord de libre-échange des Amériques.

On attend un grand nombre de manifestants anti-mondialisation à cette occasion.

La décision de l'Université Concordia permettra donc aux protestataires étudiants d'assister au sommet à Québec.

Les étudiants dont les examens auront été reportés devront les faire à une date qui sera officiellement fixée plus tard au cours de l'année. ■

Traduit de l'article « Concordia Students Granted Leave to Protest at Summit » (*Bulletin* de l'ACPPU, mars 2001).

Entente intervenue à l'Université Brock

LE 31 janvier dernier, l'association des professeurs de l'Université Brock a mis un terme à neuf mois de négociations avec l'administration en concluant sa deuxième convention collective.

La convention collective a été ratifiée le 14 février par une majorité écrasante de membres de l'association.

La convention collective de trois ans comprend les majorations suivantes pour les professeurs et les bibliothécaires : une hausse des salaires moyenne de 5,4 p. 100 (taux maximal) en un an, des augmentations salariales pour la deuxième et la troisième années qui seront déterminées au moyen de la médiation ou de l'arbitrage, l'amélioration de la protection du droit d'auteur, la bonification des avantages des membres à la retraite et une hausse du remboursement pour le perfectionnement professionnel à chacune des trois années de la convention. ■

Traduit de l'article « Brock Signs New Agreement » (*Bulletin* de l'ACPPU, mars 2001).



President's Column

Decoding the Educational Services Negotiations

By TOM BORTH

My September column suggests that current GATS negotiations on education could lead to disassembling our teaching and research activities. Predicated on principles of scholarship, our profession will be unbundled and its component parts classified as services for trade.

We will witness reconstruction of our academic effort with open entrance of foreign institutions, limitation of public participation in the institution, loss of institutional control of accreditation, and diluted student aid programs as well as research support.

Unfortunately, the move toward bringing higher education to the trade table is now accelerated, giving rise to worries more serious than previously expressed.

Elsewhere in this issue you read that Trade Minister Pierre Pettigrew recently announced Canada's intention to export educational services through GATS negotiations without having to open up our system to foreign entry.

The reality is that senior trade experts believe the Canadian government negotiators will not be able to protect internal educational "services" whilst entering into external education markets. Certainly, we have cause for increased concern.

Not only are resident hiring procedures, accreditation, public participation, integrity of institutions, and financial arrangements in support of scholarship threatened but, if the full force of GATS is applied, serious question arises about possible venues of attack on university governance.

In a recent presentation to the National Education Association, Carolyn Allport, president of the National Tertiary Education Union (Australia), recognized several problems coming from unrestricted access for external interests.

Inclusion of "associated entities" into the university with access to internal funds has accompanied lowering trade barriers. Such entities receive little or no attention of university governing bodies. Also, "mirror image" private universities with "... none of the broader governance structures of the public university," have been created.

Allport suggests inclusion of associated entities or the formation of private mirror companies shifts elements of university operations away from any regular framework and collegial governance, questioning "whether decision-making bodies of the public university have any real say in the decisions and operations of corporate arms" of the university.

In the Canadian context, such developments would put us at risk. Dileep Athaide, President of the Capilano College Faculty Association, recognizes "we really need to be careful not to yield to the myth of securing foreign markets for our education providers, while protecting our public system in Canada."

In light of Trade Minister Pierre Pettigrew's statements and current trends, we can be convinced that Canada's position in the GATS negotiations will jeopardize our public education system. CAUT will be doing everything possible to get the government to modify its position before any agreement is signed.

Redefining Academic Freedom Sets Dangerous Precedent

By JOHN WILSON

EVERY faculty association in Canada needs to know about the details of a recent arbitration decision at the University of Waterloo and needs to think about the defensive action which may need to be taken to guard against its consequences.

Decisions of this kind, once they are on the books, have a nasty habit of turning up as alleged precedents in the most peculiar places.

The report appeared only a short time ago and is still being considered by the parties but it is already clear that it has enormous consequences for the way we live at the University of Waterloo — to say nothing of its possible impact across the country — and so we have posted it on our faculty association's web site (www.uwfacs.uwaterloo.ca). I would encourage everyone to take a look at it. I doubt if there has been a more significant document produced in the last 50 years in the effect it could have on all of us.

The case was dealt with in hearings held in January regarding two grievances which began last fall, one by mathematics professor Stanley Lipshitz and the other by the faculty association, which were combined because of a number of elements they had in common.

In assessing the consequences of the arbitrator's report, however, we have to set aside the specific events which gave rise to it, namely the fact that an individual faculty member's grades in a mathematics course were changed by the dean without the instructor's permission, and look instead at the philosophy which underpins the analysis which explicitly informs the arbitrator's judgment. That philosophy was drawn by the arbitrator from the character of the argument developed at the hearing and it is — in short — wildly improper.

At its simplest, the case was that the assignment of grades to students is an integral part of teaching and is therefore a component of the academic freedom which we have always considered belonged to faculty members at the University of Waterloo and elsewhere and which is now enshrined in Article 6 of our Memorandum of Agreement with the university. Everyone involved, including the arbitrator, conceded that was so.

But then the administration, through its legal counsel, argued there were really two kinds of academic freedom in a university. One was of course the freedom of individual faculty members to ply their trade without improper interference and in the spirit of free inquiry which has always been taken to be the distinguishing characteristic between universities and other kinds of institutions in our society.

But there is as well, we were told, the academic freedom of the institution itself, and from time to time we had to expect these two kinds of freedoms would come into conflict. This perception was buttressed by numerous references to court judgments in the United States, but none, as I recall, from Canada or elsewhere in the Commonwealth.

When I first heard this argument being developed by the university's lawyer I thought I had never heard such a specious description of something most of us call "institutional autonomy" — which is no doubt important in a country where nearly all our universities are public rather than private but which has absolutely nothing to do with the principle of academic freedom as it is commonly understood.

But then as I listened, I began to hear something else. That's not academic freedom at all. I said to myself, it sounds more to me like what in the trade union movement used to be called "management rights" (you know, "it's our factory, you just work here") and I thought it would be easy to dismiss it as a quite inappropriate characterization of the nature of the managerial relationship in a university, where we are accustomed to notions of collegiality and cooperation.

The idea of academic freedom is fundamental to the idea of a university. It is what distinguishes us from a factory. It surely cannot be abridged at the whim of the management. I was wrong. In his judgment the arbitrator asserted the article on academic freedom in the Memorandum of Agreement protected both individual faculty members and the people acting for the institution as a whole. He said "Article 6.4 maintains the rights and responsibility of the dean within the purview of pursuing the legitimate interests of the institution."

I ask you to read Article 6.4 — the Memorandum of Agreement is also posted on our web site — and see what it says.

The decision is an assault on the very nature of our university.

I very well remember that evening in 1988 when Fred McCourt and Ian Macdonald and I struggled over the proper wording for the academic freedom article. We had some sharp differences then but it never occurred to us that 6.4 — by asserting the claim to individual academic freedom rested on recognizing that same freedom for other individuals in the university — could ever be stretched to support the right of a dean, or any other administrator, to behave in a way that restricted the individual faculty member's freedom we all knew was fundamental to the university's purpose.

Academic freedom is by its very nature a concept which can only pertain to individuals and not to the collectivity. That there may be some kind of academic freedom for the whole institution can only be true in the sense that all

individual members of the institution have academic freedom and desist from behaving in a way which restricts that freedom for any other member of the academic community.

But the suggestion that deans, acting as managers, have academic freedom for that activity as much as you or I have it for intellectual inquiry is appalling. Indeed, the idea that there may also be a kind of collective academic freedom — a kind of institutional imperative that is superior to individual academic freedom — is the very antithesis of what we have always understood academic freedom to be.

It makes individual academic freedom in effect irrelevant. It treats it with the same contempt that R. H. Tawney once described the concept of equality of opportunity as having in a capitalist society: "obviously a jest ... the impertinent courtesy of an invitation offered to unwelcome guests, in the certainty that circumstances will prevent them from accepting it."

All of us at Waterloo, and no doubt everywhere else in Canada, know the idea of individual academic freedom is not meant to be a jest — even though we also know its protection has always required extraordinary vigilance — and so it follows that the idea of institutional academic freedom is simple nonsense. The very idea that the institution's needs can make it legitimate to suppress individual academic freedom is repugnant and ought not to be given even a moment's consideration.

But the arbitrator's judgment has turned the tables on us all. By completely misunderstanding the meaning of Waterloo's Memorandum of Agreement in general and the character of academic freedom in particular, it is an assault on the very nature of our university and puts at serious risk customs we have taken for granted since the beginning. And its very existence represents a threat to all of us in the Canadian university system.

We will find ways to eliminate its impact at Waterloo but the general damage has been done. The report is, as I have said, on the books. It is not going to go away. Everyone must now be ready to take whatever steps are necessary to oppose its possible consequences everywhere in the country. ■

John Wilson is president of the Faculty Association of the University of Waterloo.

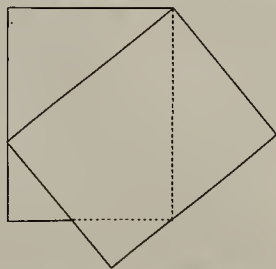
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Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles. La réaction communautaire avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

Coverage

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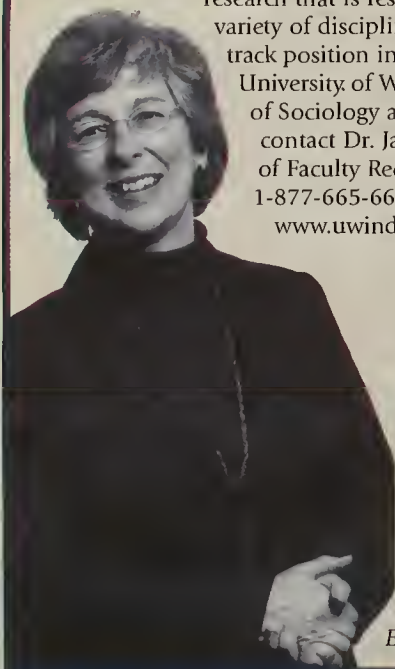
Homework, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A9.

Sexual health, social justice, and a new PhD program

Sociologist Dr. Eleanor Maticka-Tyndale's research in sexual health has helped create new understandings of how sexuality is embedded in social patterns and how social inequality affects sexual health. Her community-based research – involving such diverse groups as sex workers in Canadian cities, villagers in rural Thailand, members of ethnic minority groups, and college students – is representative of a departmental focus on social justice issues that has garnered over \$3 million in research funding since 1992.

She and her colleagues are especially enthusiastic about the University's pioneering role in the establishment of a new PhD program in Sociology with a focus on Social Justice. The only program of its kind in Canada, it promises to set new standards of leadership and excellence in the field, not to mention a lasting tradition of meaningful world change.

If you'd like to learn more about the momentum of research that is reshaping our profile in a variety of disciplines, and about a tenure-track position in Social Justice in the University of Windsor's Department of Sociology and Anthropology, please contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. Or visit us online at www.uwindsor.ca/facultypositions.



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NEWS

Canada Releases Negotiating Proposals for GATS Talks

ON Mar. 14 the federal government announced it will aggressively promote the export of educational services in the upcoming round of negotiations under the General Agreement on Trade in Services (GATS).

In releasing Canada's initial negotiating position for the GATS talks, Trade Minister Pierre Pettigrew said his government will work hard to increase export opportunities for Canadian health and educational services.

Pettigrew insisted this can be done at the same time the door remains shut on foreign firms looking to make a breakthrough into Canada's public services.

"Canada's position makes it clear we will not negotiate our health, public education or social services," Pettigrew stated.

Critics, however, worry that the government's goal of securing access to foreign markets while protecting domestic public services is unrealistic.

"I think it's a little naïve to believe we can win access to foreign education markets without having to open up our system in turn," warned CAUT president Tom Booth. "Other countries are going to be putting a lot of pressure on our negotiators to do just that."

Booth noted that a document circulated by the United States last December to GATS negotiating teams proposed that countries agree

"to help create conditions favourable to suppliers of higher education, adult education, and training services by removing and reducing obstacles to the transmission of such services across national borders through electronic or physical means."

According to Booth, "obstacles" referred to in the U.S. communications include a wide range of measures taken by governments to ensure postsecondary education serves broader public interest goals.

The measures that could be eliminated if the full weight of the GATS were to apply, include: conditions relating to nationality (such as the current requirement in hiring procedures that preference be given to qualified Canadian citizens or landed immigrants, or that seats on university boards of governors be limited to local citizens); regulations governing the accreditation of degree-granting and certificate-granting institutions; restrictions on the presence of foreign institutions; restrictions of student loan and student aid programs to natural persons; and, restrictions of research grants and subsidies to domestic universities and colleges or to natural persons.

"We're convinced Canada's position will jeopardize our public education system," Booth said.

"CAUT will be doing everything possible to get the government to modify its position before any agreement is signed." ■

CAUT Initiates Local Pay Equity Survey

DESPITE the existence of pay equity legislation, no provincial commission responsible for enforcing pay equity regimes has comprehensively collected or retained information on what universities have done to comply, CAUT has learned.

"Where there is no provincial legislation, even less is known, despite the existence of collective agreement clauses committing the parties to 'pay equity' principles or 'non-discrimination'," said CAUT executive director James Turk.

To determine what universities have done in the past 20 years about pay equity, CAUT is surveying its local faculty associations.

"The survey is a critical first step to accumulating current information on university salary equity practices," Turk added.

Professor Judy Fudge of York University, who has written extensively on the limitations of pay equity regimes, agrees that one of the biggest challenges to assessing the efficacy in the university context "is knowing exactly what has and has not been done and where continuing inequity exists."

In November 2000 the federal Justice Minister announced creation of an independent task force to review the pay equity provision of the

Canadian Human Rights Act. And, with the tabling of pay equity legislation in British Columbia in March, Turk says it's time to collect relevant information on this vital subject. "We need to assess the impact of existing legislation on university faculty compensation structures," he said.

"We're also concerned that the Ontario government's move to amalgamate 10 different agencies and tribunals responsible for most workplace related disputes including the Pay Equity Hearings Tribunal, the Ontario Human Rights Board of Inquiry and the Ontario Labour Relations Board into a new unified tribunal will have an enormous impact on dispute resolution and adjudication services," Turk added.

"We're not convinced the proposed tribunal would be structured to ensure competency, expertise and impartiality are maintained, especially on complex issues such as pay equity complaints."

CAUT has asked that associations respond to the survey by Apr. 22. ■

Information on the proposed new tribunal for Ontario's workplaces can be viewed at www.gov.on.ca/LAB/abc/arp-cpe.htm.

Newsline

Date Set for Appeal in Trent Case

The Ontario Court of Appeal will hear on June 28 from two Trent University professors seeking to overturn a lower court decision dismissing their application for judicial review of the board of governors' decision to close two downtown colleges. The court granted a motion by professors Andrew Wernick and Ian McLachlan to expedite the hearing. The university agreed to the motion. "We wanted to expedite the appeal to avoid a fait accompli," said McLachlan. "The administration has been trying to implement its consolidation plan without waiting for the outcome of the appeal." Lawyers for the professors argued the appeal had to be expedited because of a "transition plan" announced by

the administration Feb. 13. According to this plan, all academic offices and departments are to move out of Peter Robinson College after the end of this term in preparation for the sale of the college's land and property. The two professors said they welcomed the university's agreement to speed up the case.

NEA Almanac of Higher Education

The National Education Association has released the 2001 issue of the *Almanac of Higher Education*. This year's edition looks at collective bargaining trends, salaries, public funding, and faculty workload at American universities and colleges. The full report is available online at the NEA web site: www.nea.org/he/almanac.html.

Equity News

Putting the Events of March into Perspective

MARCH was an active month for equality promotion in Canada and around the world. As Canada and the member states of the UN continued their preparations for the 2001 World Conference Against Racism, many stopped to recognize International Women's Day March 8 and the International Day for the Elimination of Racial Discrimination March 21.

For International Women's Day and week, Carleton University's equity services in collaboration with the Pauline Jewett Institute of Women's Studies and the school of Canadian studies marked the week with a lecture series which included University of Ottawa law professor Martha Jackman on "Women and Poverty: Can the Charter Make a Difference?" and Karen Somerville, chief spokesperson for Esgeenopetij (Burnt Church) on "Keepers of the Culture: Women, Clan Mothers and Burnt Church."

March 21 was widely recognized in several venues. At Brandon University, events coordinated by the university's international students, First Nations services, and the students' union included a candle-light vigil to remember victims of racism world-wide.

At Saint Mary's University, lunch hour and evening events were extensive. The university hosted employment equity discussions and a presentation on the Donald Marshall decision by Candy Palmater, a native lawyer. Video presentations included "Back in the Day" by Elizabeth McCormack, and a special film screening of "The Life and Times of Hank Greenberg." The week-long events were capped off on March 23 with Caribanza, hosted by the university's Caribbean Society.

At Carleton, events to mark March 21 and to spark interest and dialogue on racism and equity continued for an additional week.

Several three hour workshops were provided to all senior administrators. A workshop on racial and cultural diversity was facilitated by an external consultant firm, and as one participant put it, "It served to foster diversity in a meaningful proactive way rather than through now traditional reactive measures."

Carleton's equity coordinator Dr. Edward Odele Kwadwo Prempeh is already moving in this direction. He is developing a partnership with a local Ottawa high school to mentor students from predominantly immigrant or non-white, non-advantaged socio-economic backgrounds.

"The mentoring program will hopefully encourage and provide support to these students to develop initiative and achieve the goal of a university education despite historic barriers," Prempeh said.

Majorie Brown, the race equity coordinator at Carleton noted that the Carleton University Students' Association voted to create a full-time race, ethnicity and cultural facilitator position.

"In conjunction with this decision, CUSA created a new teaching excellence award in accordance with its current mandate to heighten awareness, and increase, promote, visibly represent and actively educate its members on cultural representation on campus, cultural and ethnic diversity in Canada and ongoing socio-political or historical issues related to the struggle to maintain cultural diversity globally," she said.

Le mot du président

L'AGCS et l'enseignement public

DANS ma chronique du numéro de septembre, je laisse entendre que les négociations de l'AGCS, appliquées à l'éducation, entraîneront le démantèlement de nos activités d'enseignement et de recherche. Fondée sur les principes du savoir, notre profession sera dégroupée et ses éléments seront classés dans la catégorie des services commerciaux.

Tout ce que nous avons accompli au sein des universités sera refait. Nous serons les témoins de cette reconstruction : les établissements d'enseignement étrangers s'installeront librement, la participation du public aux affaires universitaires sera limitée, les universités perdront la maîtrise de l'agrément, et les programmes d'aide financière aux étudiants ainsi que le soutien de la recherche seront dilués.

Le ministre du Commerce international, Pierre Pettigrew, a récemment fait part de l'intention du Canada d'exporter les services éducatifs par l'entremise des négociations de l'AGCS tout en fermant notre marché aux pays étrangers voulant pénétrer le secteur de l'enseignement.

En réalité, les conseillers principaux de l'OMC estiment que les négociateurs du gouvernement canadien ne pourront pas protéger les

services éducatifs nationaux tout en pénétrant les marchés étrangers de l'enseignement. Nous avons donc raison de sérieusement nous inquiéter.

Les méthodes d'embauchage des résidents, l'agrément, la participation du public, l'intégrité des établissements d'enseignement et les accords financiers soutenant le savoir sont non seulement menacés, mais, si l'AGCS devait s'appliquer entièrement, les moyens possibles d'attaquer la direction universitaire soulèvent aussi de sérieuses questions.

Lors d'une communication livrée à la National Education Association, Carolyn Allport, présidente du National Tertiary Education Union (Australie), a reconnu plusieurs problèmes découlant de l'accès illimité accordé aux intérêts étrangers.

L'intégration à l'université d'entités associées ayant accès au budget interne a accompagné l'abaissement des barrières commerciales. Ces entités reçoivent peu ou pas d'attention de la part des organes directeurs de l'université. En outre, des universités privées jumelles dépourvues des structures de direction collégiales plus larges des universités publiques ont été créées.

Selon M^{me} Allport, l'inclusion d'entités associées ou la création

d'entreprises privées parallèles éloignent les éléments des activités universitaires du cadre de réglementation et de la direction collégiale. Elle se demande si les organes décisionnels de l'université publique ont voix au chapitre dans les décisions et les activités de la partie privée de l'université.

Placée dans le contexte canadien, ces tendances représentent un danger. Dileep Athaide, président de la Capilano College Faculty Association, admet que nous devons vraiment veiller à ne pas céder au mythe de la pénétration des marchés étrangers pour nos fournisseurs de services éducatifs tout en protégeant le système public canadien.

Compte tenu des déclarations du ministre du Commerce international, Pierre Pettigrew, et des tendances actuelles, nous sommes convaincus que la position du Canada dans les négociations de l'AGCS mettra en péril notre système d'enseignement public. L'ACPPU fera tout en son pouvoir pour amener le gouvernement à modifier sa position avant la signature d'un accord. ■

Traduit de l'article « Decoding the Educational Services Negotiations ».

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Coup d'envoi des audiences publiques pancanadiennes



Université Saint Mary's — Les commissaires Susan LeFort, Brian Forbes et Parker Barss Donham président les audiences publiques organisées par l'ACPPU et cinq associations de professeurs et professeuses de l'Atlantique.

Les 9 et 10 mars, Halifax a été le théâtre de la première d'une série d'audiences publiques pancanadiennes organisées par l'ACPPU et ses associations locales sur l'avenir des universités et collèges qui sont tous mis à dure épreuve au Canada.

Lors de la conférence de presse annonçant le lancement du projet, le vice-président de l'ACPPU, Vic Catano, a indiqué que les audiences visaient à créer un débat public sur les problèmes qui se posent dans l'enseignement postsecondaire et sur les solutions possibles.

Il a expliqué aux journalistes que « les universités et collèges du Canada se heurtent à de graves problèmes. Les fondations de l'éducation s'érodent et le jour viendra où les universités comme nous les connaissons aujourd'hui n'existeront plus ».

Halifax a été choisi comme site de lancement des audiences en

raison de la diversité unique des établissements de la région, mais aussi parce que les universités et collèges de la Nouvelle-Écosse ont été touchés très durement par les compressions budgétaires.

Chris Ferns, président de l'Association de Nova Scotia University Teachers, a déclaré qu'en tenant compte de l'inflation, le soutien gouvernemental aux universités de cette province a chuté de 24 pour cent par étudiant entre 1990 et 1999. Dans l'ensemble du Canada, la baisse s'est chiffrée à 12 pour cent.

À cause des compressions gouvernementales, y compris une réduction considérable des paiements de transfert fédéraux à la province, les universités de la Nouvelle-Écosse ont maintenant les droits de scolarité les plus élevés du pays.

« Lorsque les étudiants de l'une des provinces les plus pauvres du Canada paient les droits

de scolarité les plus élevés, le risque de voir fondre les inscriptions est grand, a déclaré M. Ferns. Les universités de la Nouvelle-Écosse sont comme le canari dans la mine. Nous espérons simplement que nous n'aurons pas à nous écrouler et à mourir avant que le gouvernement fédéral ne réalise l'étendue du problème. »

La présidente du syndicat des professeurs de l'Université Saint Mary's, Linda Van Esch, a ajouté qu'en tenant compte de l'inflation, les droits de scolarité de son université ont grimpé en flèche de 103 pour cent entre 1990 et 1999.

« Ce que nous faisons subir à la génération actuelle de jeunes gens lorsque nous nous déchargeons sur eux des coûts de l'éducation est criminel » a-t-elle fait remarquer. ■

Traduit de l'article « CAUT launches Canada-Wide Public Hearings in Halifax ».

Hearings Highlight PSE Funding Crunch

A FULL day of hearings on Mar. 10 chaired by journalist Parker Barss Donham, Nova Scotia Teachers' Union president Brian Forbes and Susan LeFort, Nova Scotia representative for the National Anti-Poverty Organization began with the spotlight pointed directly on the plight of students.

Pamela Wetzel, a recent graduate of Mount Saint Vincent University, said she would be better off financially without a university degree. « It's a sad thing to say, » she told the hearings, « but if I had a chance to go back in time I probably wouldn't go to university. »

Similarly, Saint Mary's University graduate Michelle Thompson told the hearings she left school \$32,000 in debt and has only been able to find a job as a receptionist earning less than \$15,000 a year.

« But my story isn't the worst, » she said. « I have one colleague who spends most of his time avoiding collection agencies. Another is paying \$1,000 a month on his student loan payments. »

These stories led Rhoda Zuk, a teacher at Mount Saint Vincent University, to comment that « students are being punished for aspirations. »

Later in the day, Keith Hotchkiss, director of student services at Saint Mary's, made it clear that many students are struggling. He noted the average combined tuition and living costs for students in Nova Scotia is between \$14,000 and \$16,000 a year. Students are graduating with an average debt load of \$20,000.

« What's the impact of this? » Hotchkiss asked. « Here at Saint Mary's, students are more often using the food banks we've had to set up on campus. They're being forced to take part-time jobs which means they're taking fewer courses, which lengthens the time they need to get their degree. We have a real problem here. »

Susan Boyd, a faculty member at Saint Mary's, told the committee that rising tuition costs also have an adverse impact on new university teachers. « I entered the university recently with a larger student debt load and lower standard of living than my more senior colleagues, » Boyd said. « Some of us are paying a third of our salaries on student

loan payments. We really need a student loan relief program. »

Other witnesses noted that while students are paying more for their education, they are often receiving less in services and quality. Paul Matte, president of the student union at the Nova Scotia College of Art and Design, described how cutbacks in equipment are compromising the educational experience.

« In our media lab, we have 12 computers and 18 students, » Matte said. « It means people can't do their work. »

Gary Schmeisser, director of physical services at Saint Mary's University, reported that his institution is struggling with an unmanageable backlog of deferred maintenance. Concrete is falling from one building, ventilation equipment is substandard, and fire alarm systems do not meet codes.

« Failure to address this physical plant deterioration can lead to serious circumstances, » Schmeisser warned. « Educational activities can be disrupted and research experiments ruined. Service breakdowns have a serious impact on emergency and life safety systems, putting building occupants at risk. »

Madeline Lefebvre, a librarian at Saint Mary's, also warned that funding cuts to university libraries are adversely affecting students and faculty.

« Our ability to offer services is really compromised, » Lefebvre explained. « We were able to purchase less than half a book per student last year. »

« University libraries in the Atlantic provinces have had to cancel \$1 million in serial titles per year. Our serial holdings are pathetic. When we can't afford to buy those titles, the research of our faculty is severely affected. And when our faculty are affected, our students are affected. »

Marjorie Stone, assistant dean of research at Dalhousie University, warned there are other threats to the integrity of the university that stem from « creeping corporatism. »

« While we've heard about the need for funding to help students and to deal with infrastructure needs, the reality is the government

See FUNDING CRUNCH Page A8

Dalton Camp, conférencier principal d'une tribune publique à Halifax

APRÈS la conférence de presse, a eu lieu à l'Université Dalhousie une tribune publique mettant en vedette le journaliste politique réputé et ancien président du Parti progressiste conservateur national, Dalton Camp.

M. Camp a félicité l'ACPPU d'avoir organisé les audiences et a ajouté que, d'après son expérience, la seule façon d'amener les politiciens à répondre aux problèmes qui assaillent l'enseignement postsecondaire est de leur faire sentir que la pression publique monte.

M. Camp a aussi comparé son expérience à l'université avec celle des étudiants d'aujourd'hui : « À la fin de mon service militaire après

la guerre, nous avions un pays lourdement endetté, beaucoup plus pauvre qu'il ne l'est maintenant, mais qui a pourtant été en mesure et assez généreux de m'offrir une éducation ainsi qu'à d'innombrables militaires. De nos jours, nous sommes démesurément riches, Ottawa affiche des surplus substantiels, et pourtant, nous condamnons une génération entière de jeunes, nos citoyens les plus prometteurs et les plus brillants, à rembourser des dettes. »

De l'avis de M. Camp, les problèmes du sous-financement et de la commercialisation qui se posent dans les universités et collèges (comme dans tout le secteur public) sont dus au fait que les élites com-

merciales, qui ont une influence énorme sur les partis politiques, se sont approprié le programme politique. Les mêmes qui veulent ouvrir pleinement les services publics à « la tyrannie des forces du marché. »

« Les personnes qui veulent faire des bénéfices sur le dos de l'éducation ne sont pas vos amis. Elles ne se préoccupent pas de l'intégrité de la recherche ou de l'intérêt public. Et elles ne sont certainement pas en faveur de la permanence et de la liberté universitaire. » ■

Traduit de l'article « Dalton Camp Delivers Keynote Address ».



Saint Mary's University — Pamela Wetzel & Paul Matte report on the state of student debt & student hardship in the Atlantic provinces.

Pleins feux sur un désastre financier

Le 10 mars, une journée complète d'audience, présidée par le journaliste Parker Barss Donham, le président du Nova Scotia Teachers' Union, Brian Forbes, et Susan LeFort, représentante de la Nouvelle-Écosse de l'Organisation nationale anti-pauvreté, a commencé avec les projecteurs braqués sur le sort des étudiants.

Pamela Wetzel, diplômée récemment de l'Université Mount Saint Vincent, a dit qu'elle s'en sortirait mieux financièrement sans grade universitaire : « C'est triste à dire, mais si j'avais la chance de pouvoir remonter le temps, je n'aurais probablement pas à l'université ».

Elle aussi diplômée de l'Université Saint Mary's, Michelle Thompson a expliqué qu'elle a quitté l'école avec 32 000 \$ de dettes et qu'elle n'a pu trouver qu'un emploi de réceptionniste avec un salaire annuel de moins de 15 000 \$.

« Mon cas n'est pas le pire, a-t-elle poursuivi, j'ai un collègue qui passe la plupart du temps à éviter les agences de recouvrement. Un autre paie 1 000 \$ par mois pour rembourser ses prêts étudiants ».

Ces récits ont amené Thoda Zuk, professeure à Mount Saint Vincent, à faire le commentaire que « les étudiants sont punis pour avoir des aspirations ».

Plus tard dans la journée, Keith Hotchkiss, directeur des services étudiants à Saint Mary's, a indiqué clairement que de nombreux étudiants sont dans une situation difficile. Il a ajouté que la moyenne combinée des droits de scolarité et du coût de la vie en Nouvelle-Écosse est de 14 000 \$ à 16 000 \$ par an. Les étudiants finissent leurs études avec une dette moyenne de 20 000 \$.

« Quelles sont les répercussions de cette situation? a demandé M. Hotchkiss. Ici, à Saint Mary's, les étudiants utilisent plus souvent les banques alimentaires que nous avons dû installer sur le campus. Étant obligés d'avoir des emplois à temps partiel, ils suivent moins de cours et prennent ainsi plus de temps pour terminer leur grade. Le problème est réel ».

Susan Boyd, professeure à Saint Mary's, a expliqué au comité que la hausse des droits de scolarité avait aussi des effets néfastes sur les nouveaux professeurs d'université : « Je suis arrivée récemment à l'université avec une dette d'études importante et un niveau de vie inférieur à celui de mes collègues plus âgés. Certains nouveaux professeurs versent le tiers de leur salaire pour rembourser leurs dettes d'études. Nous avons vraiment besoin d'un programme d'allègement de l'endettement étudiant ».

D'autres témoins ont indiqué que même si les étudiants paient leur éducation plus cher, ils reçoivent souvent moins de services et que la qualité laisse parfois à désirer. Paul Matte, président de l'association étudiante du Nova Scotia College of Art and Design, a décrit comment les réductions touchant le matériel compromettent l'expérience éducative : « Dans nos laboratoires médiati-

ques, nous avons 12 ordinateurs et 18 étudiants. Cela signifie que certaines personnes ne peuvent pas faire leur travail ».

Pour sa part, Gary Schmeisser, directeur des installations de l'Université Saint Mary's, a fait remarquer que son établissement fait face à un arrière-détail impossible à gérer. Le béton d'un édifice s'effondre, le matériel de ventilation ne répond pas aux normes et les systèmes d'alarme à incendie ne respectent pas les codes : « En ne remédiant pas à la détérioration des installations, on s'expose à de graves problèmes. Des activités éducatives peuvent être interrompues et des expériences scientifiques ruinées. Les pannes ont des conséquences sérieuses sur les systèmes d'urgence et de secours et mettent ainsi en danger les occupants des édifices ».

Madeleine Lefebvre, bibliothécaire à Saint Mary's, a aussi déploré les conséquences néfastes que les restrictions budgétaires imposées aux bibliothèques universitaires ont sur la population étudiante et le corps professoral : « Notre capacité d'offrir des services est réellement compromise. L'année dernière, nous avons pu acheter moins de la moitié d'un livre par étudiant ».

« Les bibliothèques universitaires des provinces de l'Atlantique ont dû annuler la valeur d'un million de dollars d'abonnements annuels à des périodiques. La situation des collections de périodiques est pathétique. Cette pénurie de moyens pour acheter ces ouvrages a de graves conséquences sur les recherches de nos professeurs. Et quand nos professeurs souffrent, nos étudiants souffrent ».

Marjorie Stone, vice-doyenne de la recherche à l'Université Dalhousie, a lancé une mise en garde contre les autres menaces à l'intégrité de l'université qui découlent du « corporatisme rampant ».

« Même si nous entendons parler de la nécessité d'avoir des fonds pour aider les étudiants et répondre aux besoins en matière d'infrastructure, la réalité est que le gouvernement injecte beaucoup d'argent dans le système, a-t-elle affirmé. Mais la presque totalité des subsides sont consacrés aux recherches liées au secteur privé ».

« Il y a eu un redéploiement massif des fonds — par le truchement de la Fondation canadienne pour l'innovation, des Chaires de recherche du Canada, et du Fonds d'innovation de l'Atlantique — qui soutiennent des recherches dont profitent les grandes entreprises. Cette situation est très grave, car il est vital que les universités demeurent des lieux de recherche indépendante ».

Steven Martin de la Dalhousie Chaplains Association s'est fait l'écho de ces propos en indiquant que les alliances des universités avec des partenaires commerciaux entraîneront de lourdes pertes : « Les universités sont de plus en plus tributaires des forces du marché plutôt que du mandat public ».

Voir DÉSASTRE à la page A8

Dalton Camp Delivers Keynote Address

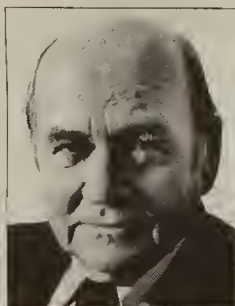
SUITE DE LA PAGE A7

FOLLOWING the press conference, a town hall meeting was organized at Dalhousie University featuring noted political columnist and former president of the national Progressive Conservative Party, Dalton Camp.

Camp congratulated CAUT for launching the hearings, adding that from his experience the only way politicians will respond to the problems plaguing post-secondary education is when they feel there is public pressure building.

Camp also contrasted his experience in university with that of today's students.

«When I was discharged after the war, we had a country that was burdened with an enormous debt, a country much poorer than now and yet able and generous enough



to provide for my education and the education of countless servicemen," Camp said. "Today, we have amassed untold wealth, we are recording bulging surpluses in Ot-

tawa, and yet we are condemning an entire generation of young people, our best and brightest, to debt servitude."

For Camp, the problems of under-funding and commercialization now facing universities and colleges — and the entire public sector — stem from the hijacking of the political agenda by corporate elites who wield enormous financial influence over political parties. These are the same characters who want to fully open up public services to "the tyranny of market forces," he said.

"The people who want to make a buck off education are not your friends. They don't care much for research integrity or the public interest. And they certainly don't like tenure and academic freedom." ■

CAUT Launches Canada-Wide Public Hearings in Halifax

ON Mar. 9 and 10 Halifax played host to the first in a series of cross-country public hearings organized by CAUT and its local associations on the future of Canada's beleaguered universities and colleges.

At a press conference to launch the project, CAUT vice-president Vic Catano said the hearings are intended to create a public debate about the problems confronting post-secondary education and what can be done.

"Canada's universities and colleges face some serious problems," Catano told reporters. "The foundation of education is eroding and we're going to wake up one day and there won't be universities as we know them now."

Halifax was chosen as the site to launch the hearings both because of the unique diversity of institutions in the area and because universities and colleges in Nova Scotia have been hit particularly hard by funding cuts.

Chris Ferns, president of the Association of Nova Scotia University Teachers, said that, when adjusted for inflation, government support for Nova Scotia's universities fell 24 per cent on a per student basis between 1990 and 1999. That compares with a 12 per cent drop for Canada as a whole. As a result of these government cuts, including a dramatic reduction in federal transfer payments, universities in Nova Scotia now charge the highest tuition fees in the country.

"Where students in one of Canada's poorest provinces pay the highest tuition fees, there is a real danger of an enrolment meltdown," Ferns said. "Nova Scotia's universities are like the canary in the mine. We just hope we don't have to fall down and die before the federal government realizes the extent of the problem."

Saint Mary's faculty union president Linda Van Esch added that, when adjusted for inflation, fees paid by students at her university rose an astounding 103 per cent between 1990 and 1999.

"What we're doing to the current generation of young people when we download the costs of education to them is criminal," Van Esch said. ■



Halifax — CAUT vice-president Vic Catano speaks on the future of Canada's beleaguered universities and colleges at the press scrum March 9 following a news conference about the post-secondary education funding crunch.

Troubled Times at Trent University

CAUT has expressed outrage that students peacefully occupying a Trent University office to protest the decision by Trent to close its downtown colleges were forcibly removed and arrested by police on March 1. The eight female students were taken to jail, charged with mischief and strip-searched.

Despite massive criticism condemning the police intervention and criminal charges, the Trent administration maintains the students chose a course of action in full knowledge of the consequences.

At an emergency meeting of Faculty Council an overwhelming majority voted for the university to demand that the charges be dropped or reduced and to ask "that civility and respect return to all parts of Trent University."

Parents of the students say they are "appalled" at how the university handled the situation and argue the charges are excessive.

Ontario NDP leader Howard Hampton has condemned the police action and asked the Ontario Solicitor General to investigate.

In a strongly-worded letter to Trent president Bonnie Patterson the day after the arrest, CAUT president Tom Booth wrote "We demand you use every effort to see that all charges against the students are dropped."

Patterson says the university had no option but to seek the assistance of local authorities to end the "illegal" occupation, and that the nature of the charges laid are not matters within the university's jurisdiction. ■

London School of Economics Rejects Audit

THE London School of Economics set off a firestorm in Britain recently when it announced it would secede from the government's Quality Assurance Agency (QAA).

Established to hold universities publicly accountable, the QAA has been accused by the LSE of infringing academic freedom, imposing its own bureaucratic and pedagogical agenda, neglecting students' intellectual development, and using incompetent and unprofessional reviewers.

Earlier in March, King's College London disowned its QAA audit report charging the agency had failed to "intellectually engage" with the college.

"The LSE decision marks the clearest rejection yet of poorly conceived and inappropriate government initiatives to assess universities," said CAUT president Tom Booth.

"This is not just a British problem," he added. "The Canadian version is badly conceived performance indicators legislated by the governments of Alberta and Ontario and the performance contracts recently introduced by Quebec. All of these initiatives are attempts at accountability that trivialize the purposes of the university and fail to serve the public interest."

According to Roderick Flood, president-elect of Universities UK, the direct cost of the English QAA audit procedure is £250 million a year — an amount equivalent to the pay of 10,000 faculty or the fees for 250,000 students. This does not include the indirect costs borne by universities in preparing for and participating in the audits. ■

PSE Funding Crunch

From PAGE A6

is putting lots of money in the system," Stone asserted. "But it's almost all for research tied to the private sector."

"There's been a massive redistribution of funding — through the Canada Foundation for Innovation, the Canada Research Chairs, and the Atlantic Innovation Fund — that is underwriting corporate research. This is very serious because it is vital that universities remain places for independent inquiry."

Steven Martin of the Dalhousie Chaplains Association echoed these concerns by warning that a great deal will be lost as universities rush to embrace corporate partners.

"Universities are more and more beholden to market forces, rather than public trust," Martin stated. "Our universities are being pressured to conform their programs to the dictates of the market. But let's not forget the saying about who pays the piper. After all, what happens to other faith perspectives when the market faith is all that is tolerated?"

The president of the faculty association of the Atlantic School of Theology, Tom McIlwraith, also expressed concern about the impact of market forces on the range of programs currently being offered. He says the government is forcing his institution into a "shotgun wedding" with another university partner with little evidence of any cost-savings. "I think this forced marriage is problematic," McIlwraith said. "Our concern is that the corporate university of today will be a less hospitable place for the teaching of theology."

Andy Wainwright of the Dalhousie Faculty Association suggested the chronic under-funding of post-secondary education was really an attempt to "muzzle the academic community."

"Polls show there is widespread support for a well funded and accessible university system," argued Wainwright. "But our governments have starved our institutions. Our students are suffering. Our members are suffering. And we've created an underclass of part-time teachers."

ANSUT president Chris Ferns concluded the session by asking why when the federal deficit has been transformed into surpluses, funding for post-secondary education has not been restored.

"What is the government's agenda?" Ferns asked. "It is an agenda to ensure that education is not to educate. It is an agenda to create a world where students are too busy with jobs and too deeply in debt to take advantage of a full educational experience that will prepare them to be active citizens. Clearly, if there is one message that came out today it is that priorities need to be changed."

Local organizers said they were extremely happy with the event in Halifax and the news coverage it garnered. "This was a really wonderful event," said Saint Mary's faculty union president Linda Van Esch. "I thought I knew all there was to know about the extent of the problems facing post-secondary education. Now I know things are worse than I thought. I really encourage other associations to organize their own local hearings." ■

Student Deported to Face Torture & Imprisonment

CANADA'S immigration services sent a Tunisian student to certain torture and imprisonment earlier this year despite warnings from Amnesty International and the Association for Human Rights in the Maghreb of the consequences of this deportation.

Laval University law student Haroun M'Barek was denied refugee status and deported Jan. 6. Amnesty International says the 33-year-old M'Barek was "snatched" from Laval University before completing his studies and expelled to Tunisia to face harsh torture and a 12-year prison sentence. M'Barek, leader of a student organization, was charged

in absentia in 1996 with belonging to an "illegal" organization.

AI says it holds Canada responsible for "this terrible situation, which is the result of deficient analyses of the risks involved in deporting Mr. M'Barek."

CAUT has since learned that M'Barek has received an additional prison term and is in poor mental and physical health.

AI is asking Foreign Affairs Minister John Manley to intervene with the Tunisian government, through the Canadian embassy in Tunis, to ensure that M'Barek's conditions of detention are acceptable. ■



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Suite de la PAGE A7

Puis il a ajouté : « Nos universités subissent des pressions pour adapter leurs programmes aux impératifs du marché. N'oublions pas cependant "qui paie les violons". Après tout, qu'arrive-t-il aux autres confessions quand c'est la foi du marché qui est seule tolérée? »

Le président de l'association des professeurs de l'Atlantic School of Theology, Tom McIlwraith, est lui aussi préoccupé par l'impact des forces du marché sur l'éventail de programmes offerts actuellement. Selon lui, le gouvernement oblige son établissement à conclure un « mariage à la pointe du fusil » avec un autre partenaire universitaire sans avoir beaucoup de preuves que des économies en résulteront.

Andy Wainwright, de l'association des professeurs de Dalhousie, a avancé que le sous-financement chronique de l'enseignement post-secondaire constituait réellement une tentative pour « museler la communauté universitaire ».

« Les sondages montrent que le public est largement en faveur d'un système universitaire bien financé et accessible, a affirmé M. Wainwright. Mais nos gouvernements ont mené nos établissements à la famine. Nos étudiants

souffrent. Nos membres souffrent. Et nous avons créé une sous-classe d'enseignants à temps partiel. »

Chris Ferns, de l'ANSUT, a clôturé la séance en demandant pourquoi, quand le déficit fédéral s'est transformé en surplus, le financement de l'enseignement post-secondaire n'a pas été restitué : « Quel est le programme du gouvernement? C'est un programme qui fait en sorte que le secteur de l'enseignement n'enseignera pas. C'est un programme pour créer un monde où les étudiants sont trop pris par leurs emplois et trop endettés pour tirer pleinement parti de l'expérience éducative qui les préparera à devenir des citoyens actifs. De toute évidence, si un message se dégage de cette journée, c'est qu'il faut changer les priorités ».

Les organisateurs locaux ont été extrêmement satisfaits de l'audience d'Halifax et de la couverture médiatique qu'elle a attirée.

Selon M^{lle} Van Esch, ce fut un magnifique événement : « Je pensais connaître tous les problèmes de l'enseignement postsecondaire. Maintenant je sais que la situation est encore pire. J'encourage réellement d'autres associations à organiser des audiences locales. » ■

Traduit de l'article « Hearings Highlight PSE Funding Crunch ».

The Changing Face of Academic Staff in the European Union

Employment & Working Conditions of Academic Staff in Europe

Jürgen Enders, ed. Frankfurt: German Trade Union for Education & Science, 2000; 272 pp; limited distribution, contact Robert Léger at CAUT (leger@caut.ca).

By ROBERT LÉGER

THIS publication derives from a conference organized in 1999 by the Centre for Research on Higher Education and Work at the University of Kassel in Germany in cooperation with the German Trade Union for Education and Science (Gewerkschaft Erziehung und Wissenschaft, better known as the GEW), the Hans-Böckler Foundation, and the German Federal Ministry of Education and Research. In his preface, report editor Jürgen Enders says organizers wanted to determine "the current status of our knowledge on the conditions of the academic profession in various countries in Europe."

There is an ongoing debate overseas and elsewhere on the "crisis" of the academic profession and on future expectations regarding their role and function in higher education. "The roles and rules for the relevant actors on the playing field of higher education and academic staffing have been mixed-up to some extent," says Enders, a researcher at the University of Kassel. "All higher education systems under observation in our study have experienced and/or are currently experiencing change. The country reports and the first comparative findings presented in this publication are, therefore, analyzing a moving target."

The study deals with academic staff mainly in universities in 15 fifteen countries: Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, the Netherlands, Norway, Portugal, Spain, Sweden and the United Kingdom.

The three-part introduction deals with: Academic Staff & Staff Structure Reforms in Germany in which Hans R. Friedrich, Undersecretary of the German Federal Ministry of Education and Research, writes about deregulation and the creation of performance incentives, and in particular "variable performance-related salary components;" Academic Staff & the European Union in which Alain Mouchoux, general secretary of the European Trade Union Com-

mittee for Education mentions that his committee has undertaken a study "on the misuse of fixed-term contracts — a problem that is spreading and growing worse;" and, The Demands for Quality in Academic Work & the Quality of Working Conditions for Academic Staff written by Gerd Köhler, a member of the executive board of the GEW.

Köhler starts his introduction by saying: "The more politicians talk about the specific role of higher education and research in social and economic development, the more they reduce the budgets for academic work." He describes the depressing situation of higher education in Europe when he writes that "Management" has become the leading discipline for promoting changes in higher education in almost every European country."

Enders, in his chapter on Academic Staff in the European Union states that "policy-makers and those responsible for higher education have become more aware of international cooperation and competition between higher education systems. Higher education systems are more and more expected to contribute to national economy and welfare in a global environment and to maintain their performance in a competitive international environment of teaching and research."

In discussing academic salaries and workload he says that in a number of countries, a gradual erosion of the academic remuneration has taken place, and there exists considerable differentials between countries. "And, it is obvious that academic staff in all countries involved in our study have to shoulder to some extent additional work load in teaching."

Employment and Working Conditions of Academic Staff in Europe is divided into four parts, and covers a wide sweep of issues including the regulation of the academic labour market, the framework between employers and trade unions, rank structures, job security and tenure, remuneration and work loads, women in the profession, and part-time teaching personnel.

In addition to the country reports, academic trade union leaders from Belgium, Denmark, Finland, Germany, Ireland, Norway, Portugal, Sweden and the United Kingdom provide an interesting commentary on their country's report. ■

Robert Léger is senior policy analyst at CAUT.

Employment Barriers Still Block Aboriginals & Visible Minorities

Unequal Access: A Canadian Profile of Racial Differences in Education, Employment & Income

Jean Lock Kunz, Anne Milan & Sylvain Schetagne. Toronto: Canadian Race Relations Foundation, 2000; 40 pp; full report and report highlights (pdf files) available at www.crr.ca.

By NAN WEINER

IS there equality in Canadian society for Aboriginal peoples and visible minorities? Do racial minorities still face barriers to success in the workplace? These are the questions *Unequal Access* wants to answer. Quantitative and qualitative data are marshaled to do so. Overall, the findings show that problems still remain. Though discrimination has become more subtle and less overt, its adverse effects are still present.

This research is particularly useful in providing information on education, employment and income for a single sample, given the obvious relationship between these factors. However, for the most part, the authors let the numbers speak for themselves. There is little analysis. Based on the 1996 Census and the National Graduate Survey some of the findings reinforce what is already known — Aboriginal peoples have lower education levels and visible minorities have higher levels than whites. Overall levels of education increased for all groups between 1991 and 1996. Some other findings about working age (25-64) Canadians include:

- Higher education for visible minorities does not provide expected returns of employment and income.

- Foreign-born visible minorities experience greater discrepancies between education and occupation than other groups (less than half of those with a university education have high skill level jobs).

- Even with post-secondary education, unemployment rates are higher for racial minorities, especially foreign-born visible minorities (12 per cent) and Aboriginal peoples (23 per cent) compared to whites (7 per cent) and Canadian-born visible minorities (8 per cent).

- Given the same level of education, whites, whether foreign or Canadian-born, are three times as likely as Aboriginals peoples and about twice as likely as foreign-born visible minorities to be in the highest income quintile. Canadian-born visible minorities are still less likely than whites (Canadian and foreign-born) to be in the top 20 per cent of the income distribution.

The inclusion of data on both foreign-born and Canadian-born individuals allowed for some interesting analysis — is it being a racial minority, being an immigrant, or an interaction of the two which leads to some of the findings regarding employment and income? However, the authors did not routinely make this comparison in the text, though data is available in the tables. Neither was there any multi-variant analysis which would have better addressed these more complex questions.

Further, the findings on occupation are not very meaningful, since self-employed and employed are both included and there is insufficient information about how they are broken down by group. Thus,

See UNEQUAL ACCESS Page A10

Count Yourself In! May 15

Census Day in Canada is May 15, 2001. During the first two weeks of May more than 11.8 million households will receive a Census of Population questionnaire. The success of the Census depends on the participation of everyone who lives in Canada. On Tuesday, May 15th, don't forget to "count yourself in"!



Le prochain Recensement du Canada aura lieu le 15 mai 2001. Au cours des deux premières semaines de mai, plus de 11,8 millions de ménages recevront un questionnaire du Recensement de la population. Le succès du recensement dépend de la participation de toutes les personnes vivant au Canada. Le mardi 15 mai, soyez du nombre!

Soyez du nombre! le 15 mai

April 28 avril

DAY OF MOURNING JOUR DE DEUIL

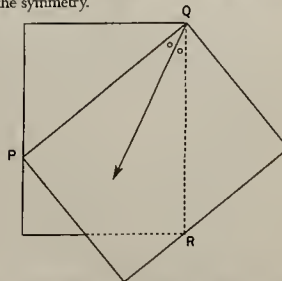
Annual day of remembrance for workers killed and injured on the job.

Jour commémoratif des travailleuses et des travailleurs tués ou blessés au travail.

Fight for the Living, Mourn for the Dead.
Combattre pour les vivants tout en pleurant nos disparus.

Answer to Homework!

From page A3. The best way to see that the right side of the top page falls on the bottom right corner of the bottom page is to look at the symmetry.



If we turn the configuration over with the bisector of angle PQR as axis of rotation, then the roles of the top and bottom pages are interchanged. Once this had been established, then the area of triangle PQR considered with base QR has half the area of the rectangle constituting the lower page with the same base and height. Since the top page covers more than this triangle, the desired conclusion follows.

RCMP Quiz Lethbridge Prof

☞ From PAGE A1

"During my time on the committee, the federal and provincial governments were more concerned to protect academics, not to limit them," he said.

Hall said he is extremely concerned that by merely expressing ideas and placing them in the public domain, academics could be monitored and questioned by the RCMP.

In a letter to Alberta's NDP Leader, Raj Pannu, which describes the incident, Hall worries that his encounter may not be an isolated incident and that academic freedom may be at risk.

"Academic freedom is the essential condition as well as the gem in the academic crown of our post-secondary institutions," Hall wrote. "Police intervention in the work of universities is always a dangerous signal of the existence of repressive currents in a society. We need to be vigilant in safeguarding the integrity of our work environment, not only for ourselves but for all members of a society that have interests in the success of our institutions of higher learning."

Richard Epp, president of the University of Lethbridge Faculty Association said he is very distressed by the incident.

"This certainly looks like an

attempt at intimidation and a challenge to our colleague's freedom of expression," Epp stated. "Professor Hall is a respected academic and it is surely his right as a citizen and as an academic to take a point of view, popular or unpopular as the case may be, and to engage in discussion with students and the community at large."

University of Lethbridge president, Bill Cade, told the *Lethbridge Herald* he was not notified that an RCMP official was on campus or

Police interventions that compromise academic freedom will not be tolerated.

that security agents had any concerns about Hall's involvement in the indigenous rights conference.

"Hall is entitled to exercise his freedom of speech and his academic freedom," Cade said. "I don't think he was doing anything he shouldn't have been."

The controversy quickly spilled over into the House of Commons when NDP Leader Alexa McDonough raised the issue during question period.

"The police are investigating people on the basis of their beliefs

and the government cannot be unaware of this intimidation," McDonough said in reference to the Hall case. "I ask the Prime Minister, what instructions has the government given about security at the Quebec Summit to ensure that citizens can exercise their democratic rights at the People's Summit?"

"The government wants people to express themselves," Prime Minister Jean Chrétien answered. "However, the police have the responsibility of ensuring that the security of citizens and visitors to Quebec City is assured."

"Canadians do not think that interrogation and intimidation is the job of the police," McDonough responded.

In a letter to Solicitor General Lawrence MacAulay, CAUT president Tom Booth stressed that "police interventions that compromise academic freedom will not be tolerated."

Booth called on MacAulay to issue a formal apology to Hall and to launch an investigation into the matter.

"We need to know who gave the orders to question Hall and whether the Solicitor General's office was involved," Booth said. "We also need to know whether other academics have been subject to these kinds of intimidating tactics." ■

L'éducation dans la mire du Canada pour les marchés étrangers

Le 14 mars le gouvernement fédéral a annoncé que le Canada défendra énergiquement l'exportation des services éducatifs lors des prochaines négociations sur l'Accord général sur le commerce des services (AGCS).

En rendant public la position initiale du Canada en vue des négociations sur l'AGCS, le ministre du Commerce international, Pierre Pettigrew, a déclaré que son gouvernement ferait tout en son pouvoir pour accroître les possibilités d'exportation des services de santé et d'éducation du Canada.

M. Pettigrew a tenu à préciser que le marché canadien demeurerait toutefois fermé aux entreprises étrangères qui voudraient pénétrer nos services publics.

« Notre système de santé, notre système d'enseignement public et nos services sociaux ne sont pas négociables », a affirmé M. Pettigrew.

Les critiques de cette position qualifient d'irréaliste l'objectif du gouvernement d'accéder aux marchés étrangers tout en protégeant les services publics du Canada.

« Je pense qu'il faut être un peu naïf pour croire que nous pourrions pénétrer les marchés étrangers de l'éducation sans ouvrir le nôtre en retour », avertit le président de l'ACPPU, Tom Booth. « D'autres pays exerceront beaucoup de pression sur nos négociateurs juste pour obtenir cette ouverture. »

M. Booth a fait référence à un document que les États-Unis ont remis en décembre dernier aux équipes de négociation de l'AGCS. Dans ce document, ils proposaient que les pays acceptent d'aider à créer des conditions favorables pour les fournisseurs de services dans les secteurs de l'enseignement supérieur, de l'éducation des adultes et de la formation en éliminant et en

réduisant les obstacles à la transmission transfrontalière de ces services par des moyens physiques et électroniques.

Selon M. Booth, les « obstacles » mentionnés dans le document américain comprennent un large éventail de mesures adoptées par les gouvernements pour que l'enseignement postsecondaire répondent à des objectifs publics plus généraux.

Si l'AGCS devait s'appliquer entièrement, les mesures suivantes pourraient être éliminées :

- Les conditions liées à la nationalité (entre autres l'exigence actuelle en matière d'embauche d'accorder la préférence aux citoyens canadiens qualifiés ou aux immigrants reçus, ou de limiter aux citoyens locaux les postes au sein des conseils d'administration universitaires);

- Les règles régissant l'agrément des établissements conférant des grades ou des certificats;

- Les restrictions imposées à la présence d'établissements d'enseignement étrangers;

- Les programmes d'aide financière et de prêts d'études limités aux naturels;

- Les subventions de recherche limitées aux universités et collèges canadiens ou aux naturels.

« Nous sommes convaincus que la position du Canada compromet notre système d'enseignement public », a ajouté M. Booth. « L'ACPPU fera l'impossible pour amener le gouvernement à modifier sa position avant la signature de l'accord. » ■

Traduit de l'article « Canada Releases Negotiating Proposals for GATS Talks ». Voir aussi Le mot du président dans le présent numéro.

Unequal Access — Barriers Still Block Aboriginals & Visible Minorities

☞ From PAGE A9

the study finding that whites and visible minorities are found equally in managerial jobs is meaningless because half of the visible minorities are self-employed compared with only one-third of whites.

Obviously, when addressing questions of discrimination the dynamics of hired employment are totally different from those of self-employment. It would have been interesting to have had more information on the proportion of self-employed between Aboriginal peoples and visible minorities, similar to some of the statistics on women, but that realistically is for another study.

Some interesting and unexpected findings are not highlighted. For example, among women, Canadian-born visible minorities have the highest income — 108 per cent of Canadian-born whites. This, compared to 102 per cent for foreign-born whites, 87 per cent for foreign-born visible minorities and 84 per cent for Aboriginal women. Since this challenges some of the concerns around the issue of "double jeopardy" — being a member of more than one disadvantaged group — clearly more study is needed.

Among men the highest paid are foreign-born whites followed by Canadian-born whites, Canadian-born visible minorities, foreign-born visible minorities and Aboriginal men — indicating the effects of being an immigrant differ by race. These

findings for both men and women have held since 1991.

The qualitative findings are derived from focus groups with a total of 84 participants. As the authors note, these findings cannot be generalized, yet they provide some interesting food for thought. In some cases the comments are disturbing because these concerns have been around for so long — for example, the continuing existence of a requirement for Canadian experience, difficulty in assessing foreign credentials, and being passed over for promotion. Some of the other ideas which need to be explored include:

- Some acceptance that discrimination exists, but less in Canada than many other places.
- Racism is seen as declining and it is expected the next generation will suffer from it less.
- Immigrants have to work harder — and do.
- Filing a human rights complaint is not seen as likely to be effective and could even make matters worse.
- Government is seen as having a major role in promoting tolerance.

- Employment equity is seen as useful, although not without the difficulties of being perceived as having gotten one's job through something other than qualifications, as well as the risk of potential backlash.

The finding that Aboriginals and visible minorities continue to

face barriers is useful only up to a certain point. What would be more useful is better identification of how these increasingly subtle barriers operate and how they can be removed. Buried in this study are a number of very interesting research questions requiring further study.

One small point — and a personal one. We all have our favorite approach to politically correct language. I found the use of "non-racialized" to refer to "whites" made awkward reading in addition to describing a group as what it is not rather than what it is. The authors' purpose in using the term "non-racialized" was to avoid using "white," which is automatically assumed as the frame of reference. However, in this work, the conditions of whites are assumed to be those without discriminatory effect and so are the standards against which we are comparing the other groups for the purposes of this study. ■

Dr. Nan Weiner is president of NJ Weiner Consulting, Inc., specializing in workplace equity issues since 1984, and also teaches a course in diversity and inclusivity at the University of Toronto.

1. 1996 Census — Public use micro-data file based on 28 per cent of the Census records. Comparisons are made between 1991 and 1996 Census data.

2. National Graduate Survey follows the same sample of post-secondary graduates (college, trade-school, and university) two and five years after graduation. Focused on those who graduated in 1995.

Australian University Buries 10,000 Books

THE University of Western Sydney, one of Australia's largest universities, admitted it was forced to bury an estimated 10,000 books, including many rare editions, because it lacked the funding to pay for storage costs.

University administrators said government funding cuts left them with no option but to bury the books next to a cricket field five years ago. Among the books buried were first editions and rare 100-year-old texts.

Vice-chancellor Janice Reid said the university receives about 50 per cent less funding per student than other institutions in Australia.

"There is no doubt that we have always been underfunded in comparison with older and far wealthier universities in the city's east," she said.

Funding cutbacks also mean larger class sizes and inadequate

facilities for students. Faculty also face cramped conditions with as many as seven lecturers forced to share an office designed for one.

"Students often don't have a chair and table to sit at," said student union spokesperson Daney Faddoul.

Carolyn Allport, president of the National Tertiary Education Union, said the government has to increase funding for higher education in its upcoming budget.

"The damage done to higher education by the government cannot be easily undone," Allport said. "Action is required now. We cannot wait any longer to begin reinvesting."

Meanwhile, university officials say the books that have been unearthed cannot be salvaged.

"They are not in great shape," a university spokesperson said. ■

The Intrusion of Big Business into Academia's Ivory Tower

Campus, Inc.: Corporate Power in the Ivory Tower

Geoffrey D. White with Flannery C. Hauck, eds. Amherst, New York: Prometheus Books, 2000; 469 pp; cloth \$35 us.

By FINN MAKELA

In *Campus, Inc.* Geoffrey White and Flannery Hauck bring together essays by an impressive array of American education and social activists. Highlights include pieces by Ralph Nader and David Noble, as well as an interview with renowned academic rabble rouser Noam Chomsky. The principal theme of the collection is summarized in the subtitle: *Corporate Power in the Ivory Tower*.

There are a couple of reasons why this volume should be of particular interest to members of the Canadian academic community. First, the American post-secondary system has included private universities since its inception. Many of the situations we can expect to face over the next few years, as private universities attempt to set up shop in Canada, have already been experienced in some form by our colleagues south of the border.

Second, *Campus, Inc.* contains more than just insightful analysis. Many of the articles and essays are personal accounts by activists on the front lines of the struggle to keep education as a public good. Academics can stand to learn a lot from such accounts — while research and critique are important tools for change, we tend to get hung up on them and forget that they are most effective when complemented by action "on the ground."

Furthermore, while it is certainly important to put theory into practice, it is equally important that our theory itself be informed by practice. In this regard, the book's final chapter "Muckraking 101: Advice and Resources for Campus Organizers" is of particular relevance.

An example of the insightful analysis can be found in "Dead Souls: The Aftermath of Bayh-Dole." Here, Leonard Minsky, executive director and cofounder (with David Noble and Ralph Nader) of the National Coalition for Universities in the Public Interest, identifies the passage of some amendments to the patents' act by the U.S. Congress in 1980 as a crucial step in the trend towards corporatizing universities.

"The Bayh-Dole Act," as these amendments came to be called, established ownership of individual institutions over research (reconfigured as "intellectual property") generated using public funds. This may not seem like such a bad thing to Canadians, since our universities are (or have been, until recently) public institutions.

In fact, the argument has been made that it is better that public institutions have ownership over research generated using public dollars than for it to rest solely in the hands of individual researchers, who don't necessarily have the public good in mind.

But as Minsky explains, the real motor behind Bayh-Dole was private industry, which gained access to publicly funded research through licensing agreements, or "technology transfer." He says: "Its main purpose was to transfer effective ownership of new inventions and technologies generated in university-owned facilities to corporations through licensing." (p. 97)

Since Bayh-Dole, "technology transfer" has gained currency as a euphemism for ceding public research to private interests. In Canadian universities, the trend has been to set up special offices to manage the intellectual property generated on-site. The purpose of these offices is clear in the final report of the Expert Panel on the Commercialization of University Research, which states: "[t]hese operations are often referred to as Business Development Offices, University-Industry Liaison Offices or Technology Transfer Offices. For the purposes of this report, we will refer to them as commercialization offices."

In addition to the obvious problems of funneling citizens' tax dollars into the coffers of private corporations, there is a more subtle, but equally pernicious aspect to the intellectual property regimes encouraged by Bayh-Dole and the Expert Panel. Sheila Slaughter and Larry Leslie's contribution, "Professors Going Pro," describes it as follows:

"Universities ... have come to follow much the same practices as corporations with regard to patents. An employee makes a discovery that leads to a patent and gets a bonus or, in the case of faculty, a share of any royalties. The organization owns the invention and disposes of it as it will, without any consultation with the employee/faculty." (p. 143)

It reminds me of the old adage about people looking like their pets — the more universities get involved with corporations, the more they begin to look like them. Of course, in both cases it's clear who's holding the leash.

One way in which the corporatization of universities can be countered is through workplace organizing. Part Five of *Campus, Inc.*, "Education With Representation: Union Organizing on the Campus, Incorporated" includes several articles documenting the success of faculty associations and other unions in fighting the corporate takeover of their institutions.

In "Perils of the Knowledge Industry" Jeff Lustig describes how the California State University faculty association resisted the corporatization of their 22 campuses.

Lustig identifies three ways in which CSU was being corporatized: first through realignment of the valuation of research towards business objectives; second through structural transformation — the transfer of power from collegial bodies of governance like the university senate to a top-down corporate-style hierarchy; and, finally through the shift in the function of the university from the site of teaching, learning and research, to a site of capital accumulation.

The interesting thing about the militant faculty response to these changes is that it came from rank and file members rather than the leadership, who took a conciliatory stance. A new leadership was elected, and what followed were "informational picket lines, demonstrations, and teach-ins" that ultimately succeeded in holding off and reversing some of the trends. (p. 332)

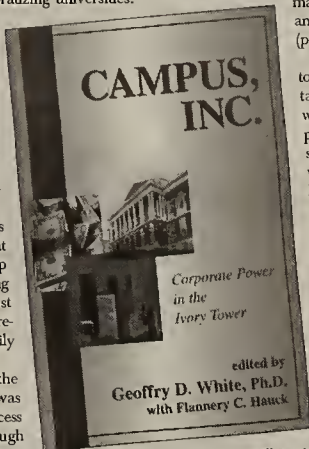
Campus, Inc. is organized into six parts, each of which contains articles and essays dealing with a particular aspect of corporatization. At first, the parts seem disconnected, but as one works through the book, their logic unfolds. The movement is from general trends at the top of the institutional hierarchy (i.e. state laws, boards of governors, etc.) towards progressively more specific examples of grassroots responses. Ultimately, after having read Part Six, I felt ready to begin tackling the problems identified in Part One.

My complaints about the book are minor, and should be easily solved in what I hope will be future editions. First, the graphic design of the cover is atrocious — despite the requisite platitudes about a book not being judged by its cover, there should really be no excuse for the amateurish mess of stock photographs and fonts that smears the front of this volume.

My second criticism is somewhat more substantial for a book that will no doubt be read by academics: there's no index! Good luck finding that pithy quote on academic freedom for your next faculty association meeting. ■

My second criticism is somewhat more substantial for a book that will no doubt be read by academics: there's no index! Good luck finding that pithy quote on academic freedom for your next faculty association meeting. ■

Finn Makela recently completed his MA in philosophy at Carleton University. He currently works for the Canadian Federation of Students.



India Studies Fellowship Competition for 2002-2003

The Shastri Indo-Canadian Institute invites applications from scholars, students and artists who wish to undertake research or training in India during the 2002-2003 academic year.

FACULTY FELLOWSHIPS

For candidates with appointments in Canadian universities or colleges. Fellowships may be used to i) do research, ii) undergo language training or iii) undertake study to acquire a new area of expertise.

LIBRARIAN FELLOWSHIPS

For Canadian university librarians to undertake i) research or ii) study in India that would enhance knowledge and skills relevant to India Studies teaching and research support.

POST-DOCTORAL FELLOWSHIPS

For candidates with Ph.D.s to do research.

STUDENT FELLOWSHIPS

For candidates entering or enrolled in a graduate degree programme. Fellowships may be used to i) do research, ii) undergo language training or iii) acquire a graduate degree from an Indian university.

ARTS FELLOWSHIPS

For visual and performing artists who i) are practitioners of an Indian art form and wish to undergo training in India to improve their skills or expand their repertoire or, ii) are not practitioners of such an art form but wish to learn from the practice of such a form in India to develop their own work in new, interesting and creative ways.

The funding for this Programme is subject to budgetary constraints.

CONDITIONS OF APPLICATION

- Eligibility is restricted to citizens and permanent residents of Canada who are a minimum of eighteen years of age.
- Fellowships are awarded to those specializing in India Studies in the areas of the arts, humanities and the social sciences, including education, management and law.
- The primary criteria for selection are the professional competence of the applicants and the potential for improving the understanding of India in Canada.
- Fellowships are given for periods ranging from three to twelve months. Tenure cannot begin until Government of India approval has been obtained; the dates for which cannot be guaranteed and will not be prior to April 1, 2002.
- Applications must be submitted on forms supplied by the Institute for this year's competition.
- Deadline for receipt of complete applications is Monday July 3, 2001. Please note that applications sent by facsimile are not accepted.

INQUIRIES & APPLICATION FORMS

Programme Officer
India Studies Programme
Shastri Indo-Canadian Institute
Room 1402, Education Tower
2500 University Dr. NW
Calgary, Alberta, Canada T2N1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
E-mail: sici@ucalgary.ca
Website: www.ucalgary.ca/~sici

Call for Nominations

John Humphrey Freedom Award 2001

Rights & Democracy (International Centre for Human Rights and Democratic Development) presents the John Humphrey Freedom Award each year to a non-governmental organization or an individual for exceptional achievement in the defence or promotion of human rights and/or democratic development. The award consists of a grant of \$25,000 as well as a speaking tour of Canadian cities to increase awareness of human rights work. Deadline for nominations by mail, fax or e-mail before May 1, 2001 to the International Centre for Human Rights and Democratic Development.

Appel de candidatures

John-Humphrey Prix pour la Liberté 2001

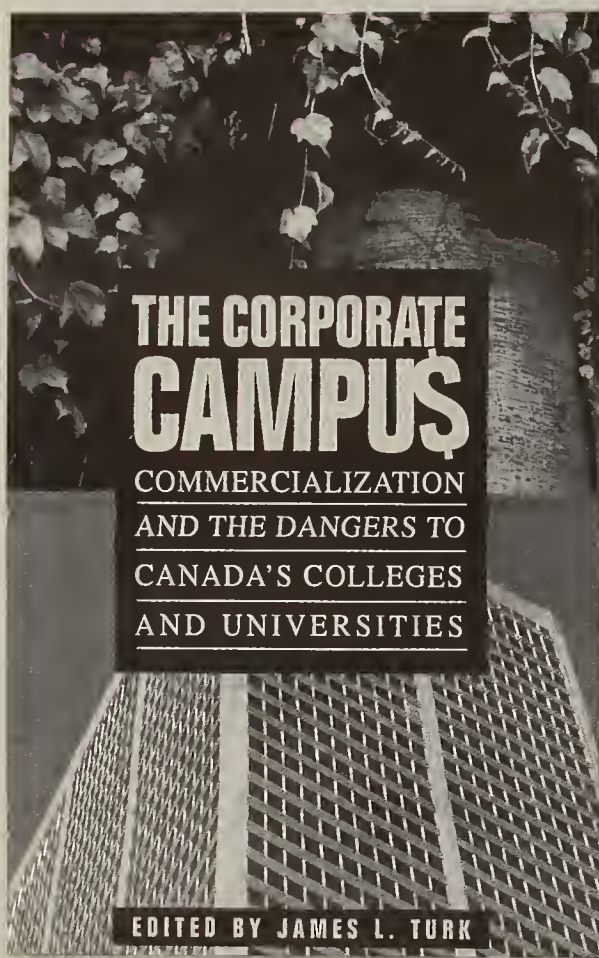
Droits et Démocratie décerne chaque année le Prix John-Humphrey pour la Liberté afin d'honorer un organisme non-gouvernemental ou une personne pour sa contribution exemplaire à la défense ou à la promotion des droits de la personne et/ou du développement démocratique. Le Prix comprend une bourse de 25 000 \$ et prévoit l'organisation d'une tournée de villes canadiennes afin de sensibiliser le public au travail pour les droits humains. Droits et Démocratie vous invite à soumettre des candidatures par la poste, par télécopieur ou par courrier électronique, au plus tard le 1^{er} mai 2001.

Information
www.ichrdd.ca

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Edited by James L. Turk



For fifty years, the quality of education offered by Canadian universities and colleges has steadily improved along with access to these institutions. Now these gains are in danger. As tuition fees increase, as colleges and universities make new and often secret arrangements with the private sector, and as courses and research go up "for sale," Canada's universities and colleges are losing sight of the public interest.

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CARRIÈRES

ACCOUNTING

THE UNIVERSITY OF ALBERTA—Department of Accounting and MIS. The School of Business seeks an energetic and productive individual to fill the Chair in Accounting in the Department of Accounting and MIS. This leadership position requires a candidate with a strong record and demonstrated promise of continuing excellence in accounting research and teaching. The Chair will lead by example in these areas and will have a leadership role in interaction with Alberta CAs who generously funded the Chair's endowment. Appointment will be at the rank of full professor or associate professor with the expectation that the candidate will merit promotion within the Chair's term. While financial accounting from a financial economics perspective would be a suitable focus, other areas of expertise may be considered. Salary and support will be commensurate with the candidate's record, but will be among the highest offered in Canadian university accounting departments. The competition remains open until the position is filled. The University of Alberta School of Business has earned an international reputation for the quality of its research. Research, along with undergraduate, masters and PhD teaching is strongly valued and supported. Accounting faculty are among the most active researchers in the School. Strong relations with the accounting profession and the business community are also important for the School. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should be sent to: Michael Gibbins, Chair Selection Committee, Accounting and Management Information Systems Department, University of Alberta, Edmonton, Alberta, Canada. T6G 2G6. Tel: (780) 492-3053. Fax: (780) 492-3325. E-mail: michael.gibbins@ualberta.ca. Information about the Department, the School, the University and Edmonton can be obtained at www.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta files on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

UNIVERSITY OF GUELPH—The Department of Agriculture, Economics and Business invites applications for a tenure track position with teaching and research responsibilities predominantly in accounting and financial management. Additional expertise in operations management or business strategy would be an asset. The incumbent will be part of a team with teaching responsibilities in diploma, undergraduate and graduate courses. A demonstrated ability to teach in a team environment would be regarded highly. The successful candidate will be expected to develop a research program on problems important to Ontario Agricultural businesses. Ideally the candidate should be interested in the financial aspects of family farm succession as an area of research, and would collaborate with members of the proposed Centre for Family Farm Succession. Qualifications: a PhD with an emphasis on finance and accounting and demonstrated ability to conduct independent research, or a professorial designation and an MBA with distinguished industry experience. Applications should include a curriculum vitae, a brief description of career interests, transcripts and three letters of reference. They should be

sent to: Dr. Kevin Parton, Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: (519) 824-4120. Ext. 3532; Fax: (519) 767-1510; e-mail: kparton@age.uoguelph.ca. Application closing date is May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ACTUARIAL SCIENCE

UNIVERSITY OF MANITOBA—The Asper School of Business's Warren Centre for Actuarial Studies and Research is seeking applicants for a one-year term appointment (leave replacement), at the lecturer, assistant, associate or full professor rank for the year 2002. Will consider applications for section or visiting appointments. Qualifications: PhD in a discipline related to Actuarial Science, or fellowships in a recognized professional actuarial organization. Candidates must have demonstrated competence in the delivery of undergraduate actuarial courses. Program Description: The Warren Centre program is divided as an Advanced Undergraduate Actuarial Program by the Society of Actuaries, with approximately 90 students. Courses are offered in two 13-week semesters (Fall and Winter). Additional information can be found on the Website at <http://www.umanitoba.ca/faculty/management/actuarial> and <http://www.umanitoba.ca/faculty/management/actuarial>. Teach 4 undergraduate actuarial half-courses (12 credit hours, 2 in each of the Winter and Fall terms. Start date would be January 1, 2002. Salary: Salary for the position is commensurate with qualifications. To Apply: Send a letter of application, a curriculum vitae, teaching evaluations and 3 letters of reference forwarded by the referee to: Professor A. M. Byrne, FSA, FCLA, Warren Centre for Actuarial Studies and Research, Asper School of Business, University of Manitoba, 544 Duffin Centre, Winnipeg, Manitoba R3T 5V6. The deadline for applications is May 31, 2001. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

AGRICULTURE

UNIVERSITY OF MANITOBA—Applications are invited for a tenure-track position which may be filled at the rank of Assistant Professor. The incumbent will be expected to teach diploma, undergraduate and graduate courses in marketing and agribusiness, and develop a research and extension program in industrial organization, marketing institutions and food safety. Research and interaction with other university departments, the agribusiness industry, and government is necessary. Applicants for the tenure-track appointment must have a PhD degree. A record of performance in teaching and research or extension is desirable. The appointment will commence September 1, 2001, subject to budgetary approval. Salary is commensurate with training and experience. The current salary range for an Assistant Professor is \$42,524 - \$65,040 per annum. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

abilities. In accordance with immigration regulations the advertisement is directed to Canadian citizens and permanent residents of Canada. Please send applications including a curriculum vitae and three letters of reference, and teaching evaluations if available, by May 15, 2001, to: Dr. O. Kraft, Chair, Search Committee, Department of Agricultural Economics & Farm Management, Faculty of Agriculture & Food Sciences, Room 353 - 66 Dufferin Road, Winnipeg, Manitoba R3T 2N2.

UNIVERSITY OF MANITOBA—Applications are invited for an Agrigobias Chair in Co-operatives and Marketing. This is a tenure-track position at the rank of Professor and the incumbent is expected to teach diploma, undergraduate, and graduate courses, conduct research and interact with farm and agribusiness leaders on strategic business arrangements in the area of marketing and cooperative organizations. Many management and marketing issues require input from other disciplines. The incumbent should be able to contribute to and work with a team. Applicants must have a PhD degree and should have extensive management experience in agricultural business or an academic background with a research and extension record of working within the agribusiness industry. Demonstrated competence in teaching and research are required for tenure. Transcripts and three letters of reference. They should be sent to: Dr. Kevin Parton, Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: (519) 824-4120. Ext. 3532; Fax: (519) 767-1510; e-mail: kparton@age.uoguelph.ca. Application closing date is May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. This appointment is

subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ANIMAL MEDICINE

THE UNIVERSITY OF GUELPH—The Department of Pathobiology, Ontario Veterinary College invites applications for a tenure-track faculty position, at the Assistant or Associate Professor level. Applicants should have a degree in veterinary medicine and PhD, DVM, or equivalent advanced education and experience in relevant disciplines. The successful candidate will take a leadership role in development and maintenance of educational programs in laboratory animal medicine at the undergraduate and graduate levels. He/she will build on existing collaborations among various university, government and industry laboratory animal facilities in Canada, to enhance graduate training opportunities in the field of laboratory animal medicine. He/she will maintain collaborations with research laboratories in Guelph or at other institutions in which graduate students in the Laboratory Animal Medicine Program can obtain experience in current areas of biomedical or biological research. Duties include facilitation of experiential learning by participation in the related activities of the University's diagnostic laboratory. Previous research experience with the potential to develop an extramurally funded research program, appropriate for graduate and postdoctoral education and rele-

subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir un poste régulier de :

Professeure ou professeur en informatique

Il s'agit d'un poste conjoint entre le département d'informatique et le Programme de technologies de l'information, où l'enseignement et la recherche pourraient être dans les bases de données, le génie logiciel, les réseaux, les systèmes intelligents, les technologies d'information ou la sécurité informatique. La personne choisie sera embauchée au rang d'adjointe ou d'adjoint et devra être titulaire d'un doctorat dans la discipline. Seront également considérées les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée. Enfin, la maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle.

Entrée en fonction et traitement : L'entrée en fonction est prévue pour le 1^{er} juillet 2001. Les critères servant à définir le rang professoral et le traitement annuel sont établis dans la convention collective.

Une description détaillée de ce poste, incluant les fonctions, les exigences et les délais pour postuler, est disponible dans le site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante : <http://www.umoncton.ca/resshum>.

Fermure du concours : L'étude des dossiers débutera le 1^{er} mai 2001 et le concours se terminera lorsque le poste aura été comblé.

UNIVERSITÉ DE MONCTON

Un accent sur le savoir

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.



Memorial
University of Newfoundland

Assistant/Associate Professor Department of Psychology

The Department of Psychology at Memorial University of Newfoundland invites applications for a tenure-track position at the level of Assistant or Associate Professor. We are particularly interested in appointing a formally qualified Clinical Psychologist with an individual with the expertise to teach senior undergraduate and graduate courses in Abnormal Psychology. However, all applicants with interests in human experimental psychology will be seriously considered. Our interest is in appointing an individual with a strong research record, appropriate to her/his academic experience, who shows an enthusiasm for teaching at all levels in the university. The deadline for applications is May 15, 2001 or until the position is filled for appointment beginning September 2001. To apply send a curriculum vitae; a clear, short statement of academic interests; selected reprints and the names of three referees to:

Dr. John Evans, Head
Department of Psychology
Memorial University of Newfoundland
St. John's, Newfoundland, A1B 3X9

In accordance with Canadian immigration requirements this advertisement is directed, in the first place, to Canadian citizens and permanent residents.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities.



WILFRID LAURIER UNIVERSITY

Canada Research Chairs

Wilfrid Laurier University is seeking outstanding researchers as candidates for its allocation of Canada Research Chairs (CRCs). Details about the federal government's CRC program — and the Chair selection criteria — can be found at <http://www.chairs.gc.ca>. Laurier plans to appoint four CRCs in the next two years — two Tier I and two Tier II. At least two of the Chairs will be in the SSHRC area and at least one will be in the NSERC area. There are six faculties at Laurier: Arts, Business and Economics, Music, Science, Social Work and Graduate Studies — and an expanding range of graduate programs at the Masters and PhD levels.

Laurier's Strategic Research Plan can be found at www.wlu.ca/~wwwrof/index.shtml. The Research Plan elaborates a strategy that emphasizes interdisciplinary in four research clusters: (1) Culture and Human Experience, (2) Society and Public Policy, (3) Environment and Health, (4) Science and Technology. Chairholders will lead a program of research and provide leadership across the research clusters, mentor junior faculty and graduate students, supervise graduate students, and assist other faculty in securing external research funding.

Laurier will short list candidates by the end of May 2001, but will review and consider applications until the positions are filled. Appointments can begin some time between 1 September 2001 and 1 July 2002. All positions are subject to review and final approval by the CRC Secretariat.

Applications and nominations, including a CV, a statement of research objectives and five-year research plan, and the names and e-mail addresses of three to five references may be sent to:

Professor Rowland Smith
Vice-President: Academic
Wilfrid Laurier University
Waterloo, Ontario N2L 3C5

Wilfrid Laurier University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**NSERC UNIVERSITY FACULTY AWARD IN BIOLOGY**

University of New Brunswick Saint John

The Department of Biology at the University of New Brunswick Saint John (UNBSJ) is seeking a woman candidate to nominate for an NSERC University Faculty Award in the Fall 2001 competition. A successful award recipient will be appointed as an Assistant Professor commencing July 1, 2002 and will receive a reduced teaching load during the course of the award. The position is subject to final budgetary approval.

The Department of Biology offers four-year baccalaureate programs in Biology, Marine Biology and Environmental Biology, and has eleven full-time faculty with research expertise in marine biology, aquaculture, fish ecology, environmental biology of fishes, and the ecology, physiology and biodiversity of parasites, bryophytes, seaweeds and fungi. For more information, visit the Department website at <http://www.unbsj.ca/science/biology/biology.htm>.

The candidate is expected to make a strong contribution to the Biology undergraduate program and to participate in undergraduate and graduate programs offered by the Biology discipline. Preference will be given to applicants with research areas complementary to the strengths of the Department. The candidate is expected to establish an externally-funded research program and to be involved in supervision of B.Sc. (Honours) and graduate (M.Sc. and Ph.D.) students. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint promising female researchers to tenure-track positions in science and engineering.

Applicants must have either a doctoral degree or have completed all the requirements for the doctorate by July 1, 2002. Applicants should send a cv, a statement of teaching and research interests, and the names and addresses of three referees (including e-mail addresses and telephone numbers) to:

Dr. Keith De'Bell
Dean of Science, Applied Science and Engineering
University of New Brunswick
P.O. Box 5050
Saint John, New Brunswick, E2L 4L5.
Fax: (506) 648-6650 E-mail: sci-eng@unbsj.ca

Applications should be received before May 31, 2001.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

INSTRUCTOR POSITIONS

The University of Northern British Columbia has been in full operation since September 1994 and has achieved remarkable early success as a centre for undergraduate and graduate education in over 40 academic programs. UNBC has demonstrated a strong presence in advanced research especially in the areas of relevance to northern British Columbia, industrial liaison initiatives and a state-of-the-art laboratory expansion project. With its main campus located in Prince George, UNBC offers an unbeatable combination — a strong commitment for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia.

BIOLOGY & FORESTRY PROGRAMS

**FALL 2001 & WINTER
2002 SEMESTERS**

The University is now accepting applications for sessional instructors to teach in the Biology and/or Forestry Programs for the Fall 2001 and Winter 2002 semesters (i.e. September 1, 2001 to April 30, 2002). Successful candidates will be responsible for teaching up to four of the courses listed below. Fall term: Ethnobotany (BIOL 350); Plant Systems (FSYT 201); Forest Health (forest pathology and forest entomology) (FSYT 307). Winter term: Introductory Biology II (organismal biology) (BIOL 102); Conservation Biology (BIOL 411); Limnology (BIOL 302); and Geographical (FSY 206). Calendar descriptions for these courses can be viewed at <http://www.unbc.ca/calendar>.

Applicants should preferably hold a doctorate or have significant experience in relevant fields, however a Master's degree may be considered. Preference will also be given to applicants with teaching experience. Successful candidates should be available for the start of classes on September 4, 2001 and January 3, 2002 respectively.

Please direct inquiries to either Dr. Stellan Lindgren, Acting Chair of the Biology Program, Phone: (250) 960-5846, E-mail: lindgren@unbc.ca; or Dr. Art Fredeen, Acting Chair of the Forestry Program, Phone: (250) 960-5847, E-mail: fredeen@unbc.ca. Applications received before May 15, 2001 will receive full consideration, however applications will be accepted until the positions are filled.

**SENIOR
LABORATORY
INSTRUCTOR
(GIS LAB)
PROBATIONARY
APPOINTMENT
GEOGRAPHY
PROGRAM**

Starting September 1st for the Fall 2001 semester, the Geography Program requires an individual to instruct students in the University's GIS lab in mapping technologies, Geographic Information Systems (GIS) and Remote Sensing. This position will instruct lab, advise and assist students, faculty, and staff in the use of GIS software and procedures, both in University courses and in research projects. The successful candidate will also help maintain hardware and software in the GIS lab, recommend new acquisitions and purchases, as well as stay current in GIS technology and software.

Applicants must possess at least a Masters degree, or be near completion, which includes or background in Geographic Information Systems; those with a degree and postgraduate diploma in GIS may also be considered. Familiarity with GIS mapping and image processing software, spatial data formats and conversions are vital. Knowledge of UNIX and/or Linux operating system and Windows NT/2000 is also desirable. Strong oral and written communication skills are essential, along with the ability to work with students and faculty with varied levels of backgrounds and training. Work experience in the areas of Geography, Biology, Forestry, Resource Recreation/Tourism or Environmental Sciences preferably gained in a university environment is desirable.

Terms and conditions of employment will be governed by the Faculty Association Agreement. The salary range for this position is \$35,896 - \$48,831, and will be commensurate with qualifications and experience.

Please direct inquiries to: Dr. Roger Wheate, Phone: (250) 960-5865; Fax: (250) 960-5538; E-mail: wheate@unbc.ca. Applications received before June 30, 2001 will receive full consideration, however applications will be accepted until the position is filled.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers, and e-mail addresses), indicating the position for which you are applying, to: Dr. Deborah Poff, Vice-President (Academic) & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

vant to laboratory animal medicine would be an asset. Willingness to be an active member of the Department, College, University, and scientific communities is also expected. Certification or eligibility for certification by the American College of Laboratory Animal Medicine (ACLAM), or other specialty board will be viewed positively. Candidates should be eligible for licensure to practice veterinary medicine in Ontario. The Department has recognized strengths in mammalian and comparative pathology, veteri-

ATMOSPHERIC SCIENCE

City has a well-funded research program in a variety of areas, including the study of the interaction of genetic and industrial sources in the development of disease. His excellent instructional to support animal research. Opportunities for representing a range of research areas at the University of Guelph and at nearby universities and medical schools are available. Dr. Guelph is a member of the Ontario Veterinary College and the University of Guelph serves the Veterinary Teaching Hospital and the veterinary community. Dr. Guelph is also a member of the Ontario Veterinary Association and a state-of-the-art facility. The City of Guelph is a pleasant rural community of approximately 40,000 people, located in the heart of technology land, approximately one hour west of central Toronto. The University of Guelph is a research-oriented university that is known for its animal studies. The University of Guelph also includes special measures to enhance diversity among its faculty and staff. We therefore, particularly encourage applications from persons with disabilities, members of visible minorities and women. Canadian Citizens and Permanent Residents are preferred. Salary is negotiable and commensurate with qualifications. The appointment is subject to local government council approval. For consideration, please send your resume and references to Dr. Patricia E. Shewen, Chair, Department of Pathology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. For information on the Department of Pathology, contact the Department of Pathology at Guelph on the Department of Guelph. See <http://www.oxv.org/canpath/canpath/pathology/canpath/>

ANTHROPOLOGY

UNIVERSITY OF LETHBRIDGE — The Department of Anthropology seeks to make two probationary (tenure-track) appointments at the rank of Assistant Professor. In addition, there is the possibility of one or two 10-month term appointments. All positions would begin 1 July 2001, and are subject to budgetary approval. The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants, who should hold a PhD or be near completion, should demonstrate a strong potential for research and publication in socio-cultural anthropology, with a visible commitment to teaching. The positions are topical.

BIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK
The Department of Biology, Fredericton
invites applications to a tenure-track position at
the rank of Assistant Professor (exceptional can-
didates may be considered at the level of Associate
Professor). The position is in the area of molec-
ular tools to algal research. The successful ap-
plicant will join an active and growing insti-
tute, CEMAR (Centre for Environmental & Molec-
ular Research in Algae), which is active in the
aspects of algal research. Applicants with research
interests in molecular systematics and biodiver-
sity of phytoplankton will receive preference.
Applicants applying must have a PhD and
be able to provide information on the following:
The Department can be found at the UNB Web Site:
<http://www.unb.ca/departments/cemarsite/biology/>
The successful applicant will be expected to
teach, supervise graduate students, direct a re-
search program and contribute to graduate student
education and supervision. Undergraduate con-
tributions towards team-teaching of our first
year biology major and minor courses. Physiol-
ogy and ecology also expected. Candidates
should have a PhD and a strong commitment
to research and teaching. Post-doctoral expe-
rience would be an asset. Interested applicants



THE UNIVERSITY OF BRITISH COLUMBIA

**DIRECTOR OF THE CENTRE FOR
HEALTH SERVICES & POLICY RESEARCH**

The University of British Columbia invites applications for the position of Director, Centre for Health Services and Policy Research (CHSPR), effective September 1, 2001. Applicants must have a PhD or equivalent, an excellent academic record in health services and policy research and teaching, appropriate administrative experience, and demonstrated skills in disseminating research results to health care decision makers. The Director will lead the Centre to foster collaborative research and to attract research funding, and will promote the Centre's activities in policy, technology, and research with human resources; health policy research and health information. This is a tenured position and appointment will most likely be made at the rank of Professor in an appropriate faculty.

The overall mission of the CHSPR is to stimulate scientific enquiry into issues of health in population groups, and ways in which health services can best be organized, funded and delivered. The primary goal of the Centre is to encourage and promote first-class research by facilitating the development of cross disciplinary approaches. The Director of the Centre reports to the Coordinator of Health Sciences and holds an appointment with a related faculty. More information about the Centre for Health Services and Policy Research can be found on the web at www.chspr.ubc.ca.

Letters of application or nomination, including the names of three referees (who will not be approached without prior agreement of the candidate) and a current curriculum vitae, should be sent to the:

Coordinator of Health Sciences
University of British Columbia
Room 400-2194 Health Sciences Mall
Vancouver, B.C. V6T 1Z3

Fax 604-822-2495

Closing date for applications is **May 31, 2001**, although the position will remain open until a suitable candidate is found.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.



CAREERS CARRIÈRES

BOTANY

UNIVERSITY OF BRITISH COLUMBIA — The Departments of Botany and Zoology invite applications for a senior Canada Research Chair in Biogeography in the Centre for Biodiversity Research. This is a prestigious appointment with significant resources for salary and start-up. Candidates must work with evolutionary genomics, have an international reputation in biogeography research, and a strong interest in biodiversity conservation. The position will be at the level of Professor or Senior Associate Professor. The successful candidate will have the University's support in an application for infrastructure costs to the Canada Foundation for Innovation. He/she will be expected to provide leadership in the Centre, take an interest in co-ordinating segments of our biological collections (bryophytes, algae, higher plants, insects, or vertebrates), and participate in graduate and undergraduate teaching. The position exists to become Director of the Centre. Applicants should send a curriculum vitae and names and addresses of three referees to Dr. D. Schlüter, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC, Canada V6T 1Z4 (fax: 604-822-5790). Screening of applications will begin April 2, 2001, and will continue until a suitable candidate is found. The University of British Columbia lives on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

BUSINESS

THE UNIVERSITY OF WINDSOR — Invites applications for a tenure-track faculty position in the Faculty of Business Administration in the area of International Business at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty. Contact: Dr. Roger Hussey, Dean, Faculty of Business, University of Windsor, Windsor, ON, N6B 3P4, Tel: 519-253-3000, Ext. 3391, Fax: 519-273-7273, Email: dean@uwindsor.ca.

CONCORDIA UNIVERSITY — The John Molson School of Business is seeking (subject to university approval) qualified individuals for limited-term or visiting positions starting August 15, 2001. Positions may be available in the following areas: Accounting, Decision Sciences (Statistics, Production/Operations Management) and Management Information Systems, Finance, Management (Entrepreneurship, OBHR, Business Law), and Marketing. Appointments will be made to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications: (a) for visiting appointments, PhD and strong research record; (b) for limited-term appointments, Master's degree with relevant experience and professional designation where appropriate. Applicants for limited-term appointment in Accounting should hold a professional accounting designation and/or a graduate level degree (master's or PhD). For all other appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research; applicants for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (with appropriate references), and three letters of reference to the Chair of the appropriate department: Dr. G. Kanan (Acct), Dr. J. Elzeadi (OBHR), Dr. L. Switzer (Fin), Dr. R. Hughes (Mkt), Dr. Z. Gidycz (MBA), Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Applications should be sent no later than May 15, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal persons, and persons with disabilities.

pointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (with appropriate references), and three letters of reference to the Chair of the appropriate department: Dr. G. Kanan (Acct), Dr. J. Elzeadi (OBHR), Dr. L. Switzer (Fin), Dr. R. Hughes (Mkt), Dr. Z. Gidycz (MBA), Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Applications should be sent no later than May 15, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal persons, and persons with disabilities.

CHEMISTRY

QUEEN'S UNIVERSITY — The Department of Chemistry invites applications for a tenure-track faculty appointment in the broad area of materials chemistry including polymer surfaces, electrochemical methodology or catalysis. The rank and salary will be commensurate with qualifications and experience, but preference will be given to scholars in the early or mid-career stages. While the main criteria of interest to the selection committee are academic excellence, fit with current and future departmental research interests and the ability to teach at all levels, special consideration will be given to a candidate who is eligible for registration as a Professional Engineer in the Province of Ontario. Applications should include a curriculum vitae, a statement of teaching experience or potential including teaching philosophy, and a statement of research interests including research proposals. It is the responsibility of applicants to send letters from at least three referees sent directly to the address below. The deadline for completed applications, including letters of reference, is May 30, 2001 for a starting date of July 1, 2002. Applications and letters of reference should be sent to: The Head, Department of Chemistry, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Further information about the opportunity can be obtained by contacting the Head at 513-533-2624. Information about the department can be obtained from our website: www.chem.queensu.ca. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, persons with disabilities, and persons of a diverse sexual orientation. Canadian citizens and permanent residents will be considered first for this position.

CLASSICS

THE UNIVERSITY OF WINNIPEG — The Department of Classics invites applications from qualified women and men for a 12-month seasonal replacement in Classics, at the rank of assistant professor, to commence either May 1 or September 1, 2001. Duties will include teaching undergraduate courses in Classical Civilization, Greek or Roman History, Classical Art and Architecture, and Greek or Latin. Qualifications include a completed PhD and a demonstrated potential for excellence in teaching, research and scholarship. Candidates should send a curriculum vitae and arrange to have three letters of reference sent to: Craig Cooper, Chair, Department of Classics, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, ccooper@uwinnipeg.ca, phone: (204) 786-9176, fax: (204) 774-4134. Salary will be commensurate with qualifications and experience. The closing date for applications is April 30, 2001. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, ccooper@uwinnipeg.ca, phone: (204) 786-9176, fax: (204) 774-4134. Salary will be commensurate with qualifications and experience. The closing date for applications is April 30, 2001. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

COMPUTER SCIENCE

BROCK UNIVERSITY — The Department of Computer Science (www.csc.brocku.ca) invites applications for a chair of the department. The successful candidate will have outstanding leadership skills, an international record of distinguished publication in computer science, dedication to university teaching, and experience in academic administration. Duties will include expanding and inspiring the research activities in the department, helping the department establish a graduate program, performing daily departmental administration, teaching with a reduced course load, and continuing his or her individual research program. The department is experiencing significant growth in terms of student numbers, new faculty, and future program offerings. It currently consists of 3 faculty members and 3 support staff. The department offers undergraduate degrees in Computer Science as well as Computing and Business. A new co-op program has recently been developed. Faculty research focuses on networks, parallelism, programming languages, artificial intelligence, machine learning, and combinatorics. The Department is served by a network of Silicon Graphics workstations, a 16-processor Silicon Graphics Origin 2000 server, and PC-compatible microcomputers. Brock University has an enrollment of approximately 12,000 students and is recognized for its strong sense of community and excellent academic programs. Many innovative programs are being added, including new graduate programs and research institutes, for example, the Cool Climate Research and Viticulture Institute (CCRI) and a PhD program in Biotechnology. Our graduation rates rank us among the highest of Ontario's 19 universities, and we rank near the top in the province in graduate employment measures. St. Catharines is located in the heart of the Niagara Peninsula, which is nestled between Lake Ontario and Lake Erie. St. Catharines has all the advantages of a small town, while at the same time enjoying the conveniences of a city. Its proximity to major cultural and academic centres (Toronto, Waterloo, Hamilton, Buffalo) make it an excellent hub in which to live. The area offers many amenities, including mild winters, orchards and vineyards, and convenient access to Niagara Falls and the Great Lakes. Applicants should have a PhD in computer science, and preferably hold a senior rank at an academic institution. Salary will be commensurate with qualifications and experience. Applications should include a curriculum vitae, sample publications, and a statement detailing research plans and teaching interests. Please also include the names and addresses (including e-mail) of four referees whom we can contact. In accordance with Canadian immigration requirements, this



McGill

The Faculty of Music has received a \$6.5 million grant from the Canada Foundation for Innovation, the Quebec Government, and private sources in support of the infrastructure for a Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT) which is presently in the process of being established. The Centre will be a world-class facility for innovative research in music and music technology, and is part of a planned \$41 million Faculty of Music building expansion project. Members will be drawn from the Faculties of Engineering, Medicine, and Science as well as from the Faculty of Music. McGill is currently a leader in real-time multi-channel transmission of sound over high-speed networks, advanced applications in digital signal processing, and interactive performance.

Assistant/Associate Professors in Music Media & Technology Faculty of Music

The Department of Theory, Faculty of Music, is planning to create a series of tenure-track positions in Music Media and Technology at the rank of Assistant or Associate Professor. The Department is seeking people with a background in both music and audio who would contribute to the ongoing development and expansion of a PhD program in this field. Applicants should hold a PhD but those close to completion are encouraged to apply. Preference will be given to applicants whose research specialization is in (a) network distribution of music and/or multi-channel audio; (b) musical data structures; (c) interactive performance and/or haptic devices; (d) network-based multimedia. An active research profile is required. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of Master's and Doctoral students in music technology. Interested parties should submit a curriculum vitae and statement of current research to the address below.

Executive Director of Technical Services McGill Recording Studios & Laboratories

The position entails responsibility for management, technical development, and maintenance of studios and laboratories in the Centre for Interdisciplinary Research in Music Media and Technology (CIRMMT). The candidate must have a strong background in digital audio, video, and network technologies, sound recording, audio production and post-production, and electrical and computer engineering, along with proven experience in designing advanced sound recording systems, designing and implementing networked production and research facilities, and maintaining a large variety of sophisticated audio, video, and computer hardware and software in a state-of-the-art music production and research centre. Management and leadership skills, the ability to work independently, researching and developing concepts and providing technical solutions, and the ability to work as a member of a team are all essential. International exposure, experience, and recognition are highly valued. The Executive Director will be under the direct supervision of the Directors of the CIRMMT and McGill Recording Studios and Laboratories, but will also be working with architects, acousticians, engineers, contractors, and university administrators. Interested parties should submit a curriculum vitae including a description of relevant projects to the address below.

Prof. Wiesław Woszczyk, Chair
Department of Theory, Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, QC, H3A 1E3 Canada
Email: wieslaw@music.mcgill.ca
Tel. (514) 398-4540
Fax. (514) 398-1540

For all positions, salaries are negotiable within the university salary structure depending on qualifications and experience. Letters of reference will be requested when required. Review of applications will begin immediately, and applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.



Bader Chair in Southern Baroque Art Art History Program, Department of Art

Applications are invited for a permanent tenured or tenure-track full professorship in Southern Baroque Art with an emphasis on Italy.

The successful candidate will be expected to have an international reputation for scholarship in this area, distinguished publications, and mastery of the related languages. A research stipend is included. The Chair will have outstanding ability teaching at the university level and will be expected to teach undergraduate and graduate students. Administrative experience would be an asset.

The Department of Art offers programs in Art History (BA, MA, PhD), Art Conservation (MAC) and Studio Arts (BFA). The University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including aboriginal peoples, people with disabilities, visible minorities, gay men and lesbians. Canadian citizens and permanent residents will be considered first for this position.

A letter of application, a full curriculum vitae, copies of major publications, and three letters of reference should be sent to:

Pierre du Pres, Professor and Acting Head
Department of Art, Queen's University
Kingston, ON K7L 3N6
Phone: (613) 533-6166
Fax: (613) 533-6891

The deadline for applications is 15 May 2001 or until the position is filled.



University of Alberta School of Business

The Department of Marketing, Business Economics and Law invites applications for a full-time, tenure track position at the assistant or associate level to teach in its natural resources and energy programs and to perform research in his or her fields of expertise. Appointment at the full professor level is possible for an established researcher with a recognized research record in the fields of natural resource or energy regulation or natural resource and energy markets. The candidate should be highly familiar with the natural resource and energy markets and regulatory regimes in Canada, and industry or consulting experience would be valued.

The University of Alberta is one of the leading research universities in Canada. Candidates should have a strong commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses, and will participate in the MBA specialization in Natural Resources and Energy. Salary is competitive with business schools in Canada. Applicants should have, or be close to completing a PhD in an appropriate field.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Send applications by May 15, 2001 to:

Dr. Richard D. Johnson, Acting Chair
Department of Marketing, Business Economics and Law
The University of Alberta
School of Business
Edmonton, Alberta T6G 2R6

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the World meets

CAREERS CARRIÈRES



University of Alberta Edmonton

Maternal Fetal Medicine

The University of Alberta, Department of Obstetrics and Gynecology and the Capital Health Authority are seeking sub-specialists in Maternal Fetal Medicine. This is an exciting opportunity to work in an award winning academic health region. Successful candidates will become part of the tertiary obstetrical team and the academic department of Obstetrics and Gynecology at the Royal Alexandra Hospitals in Edmonton. The obstetrical team performs more than 4000 deliveries per year including all of the regional tertiary referrals. Our catchment area has a population of over 1.5 million, including Northern Alberta, British Columbia, Saskatchewan Northwest Territories and Nunavut. The High Risk Pregnancy Program includes more than 9,000 outpatient assessments annually. Planning has commenced for a new \$160 million facility that will accommodate the Department of Obstetrics and Gynecology. The Capital Health Authority and the University of Alberta are committed to development of a Centre of Excellence in Women's Health.

Candidates should have accredited sub-specialty training and have, or be eligible for certification in Obstetrics and Gynecology by the Royal College of Physicians and Surgeons of Canada. These positions require strong clinical skills and competence in tertiary obstetrical ultrasound, prenatal diagnosis and related procedures. Experience with conduct and reporting of research is strongly encouraged. Participation in teaching and research activity is an integral part of the job description.

There is flexibility in the job description to meet a diverse spectrum of career objectives. Academic rank and salary will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Review of applications will begin immediately. Interested applicants should send a covering letter briefly outlining their career plans, complete curriculum vitae and the names and addresses for three references. Please submit applications or enquiries by April 30, 2001.

Dr. B.F. Mitchell
Chair, University of Alberta
Department of Obstetrics
and Gynecology
Royal Alexandra Hospitals
#205-10240 Kingsway Avenue
Edmonton, Alberta T5H 3V9

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOI/PP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the World meets

advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Final appointment is subject to budgetary approval. Brock University is an equal opportunity employer and is committed to a positive action plan aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. Forward applications to Computer Science, Brock University, 500 Glenridge Ave., St. Catharines, ON L2S 3A1. Applications will be accepted until the position is filled.

THE UNIVERSITY OF WINDSOR — Department of Computer Science invites applications for tenure-track faculty positions in Computer Science at the rank of assistant professor commencing July 1, 2001. For details visit our website at www.uwindsor.ca/faculty/postings. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3900, Ext. 2390; Fax: 519 973 7093; Email: garabon@uwindsor.ca.

UNIVERSITY OF WATERLOO — The Department of Computer Science invites applications for several tenure-track faculty positions. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Twenty new faculty members have joined the Department in the past three years. With over 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text. For further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Candidates at all levels of experience and exceptional candidates in all areas, are encouraged to apply. We are especially interested in candidates with experience in algorithms, engineering, bioinformatics, distributed systems, for further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required. Salary commensurate with the excellence in teaching and research. Rank and salary will be commensurate with experience.

Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Chair Professor Nick Cerone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; e-mail: nc2@uwaterloo.ca. To expedite handling of applications, candidates should ask those named as referees to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applicants will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

ECONOMICS

MCMASTER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track position at the level of assistant professor in the Department of Economics at McMaster University. The successful candidate will be undertaking research in the fields of labour economics and health economics. The Department's preference is for a candidate with strong quantitative skills and an ability to work with large micro-data sets. The position will commence 1 July 2001. The successful candidate will be joining, and will be expected to operate effectively in, a research-oriented department with unique strengths in demographic, health and labour economics as well as applied econometrics and experimental economics. The Department has an active graduate programme leading to the degrees of M.A. and Ph.D. in economics. The appointee will hold a PhD in economics and have experience supervising graduate students. Responsibilities will include undergraduate and graduate teaching, and the supervision of graduate students. The successful candidate will have an established independent research programme and a record of significant peer-reviewed publications. This position has been cleared for simultaneous advertising at the associate level. Canadian citizens and permanent residents will be considered first for this position. In accordance with Employment Equity legislation, McMaster University encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. Interested candidates should send a letter of application and a curriculum vitae and request that three academic referees send supporting letters to Stuart Mettelman, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone (905) 525-5140 x 26531, telex: (905) 525-2232, electronic mail: econ@mcmaster.ca. The closing date for applications is 30 April 2001.

ST. THOMAS UNIVERSITY — The Department of Economics. St. Thomas is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Economics invites applications for an entry-level, limited-term (9-month) appointment. The successful candidate will be able to teach introductory microeconomics and macroeconomics, political economy, and one other area, possibly environmental economics or New Brunswick economy. A PhD or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness, teaching portfolio (preferred), and arrange to have three letters of reference sent directly to Dr. Joan McFarland, Chair, Department of Economics, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: April 30, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native peoples, members of visible minorities groups, and persons with disabilities.

THE UNIVERSITY OF REGINA — The Department of Economics invites applications for a tenure track position at the rank of Lecturer or Assistant Professor commencing July 1, 2001. Descriptions of the Department's programs are available upon request from the Department (306-585-4845), or from the University of Regina website, <http://www.uoregina.ca>. Applicants from all fields of specialization will be considered, but a teaching and research interest in any area of applied economics would be advantageous. Candidates should have a PhD in economics or be near completion. Teaching experience and a record of scholarship will also be important considerations. Applicants should submit a curriculum vitae, and arrange for the forwarding of three letters of reference and graduate transcripts to Dr. M. Mary Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2; fax: (306) 585-5368. Closing date: applications will be accepted until a suitable candidate is found. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

QUEEN'S UNIVERSITY — The Department of Economics has an entry-level, tenure-track faculty position in macroeconomics beginning July 1, 2001. Candidates should have a PhD completed or near completion and have excellent qualifications for teaching. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity.

L'Université de Moncton, établissement de langue française en milieu acadien, invite des candidatures à :

Deux chaires de recherche du Canada (biotechnologie médicale et photonique)

Situation : La Faculté des sciences de l'Université de Moncton invite des candidatures pour combler deux chaires de recherche du Canada (www.chaires.gc.ca). Ces chaires visent des secteurs jugés prioritaires par la Faculté, soit la biotechnologie médicale et la photonique.

Des candidatures de niveau I (senior) et de niveau II (junior) sont admissibles et devront rencontrer les critères d'excellence en recherche, tels que décrits dans le Guide du Programme de CRC (chaires de recherche du Canada). Les candidatures retenues devront démontrer une capacité à développer des programmes de recherche de premier plan.

La Faculté des sciences compte 600 étudiantes et étudiants à temps complet, dont une quarantaine sont inscrits au deuxième cycle. Un des secteurs les plus actifs est la photonique, regroupant six professeurs et deux chercheurs associés. Quant à la biotechnologie médicale, elle profite d'une importante collaboration entre les professeurs et professeurs de la faculté et les chercheurs de l'Institut de recherche médicale Beauséjour (Hôpital Or-Georges-L.-Dumont). La ou le titulaire de la chaire se joindra à une équipe de recherche déjà en place et bénéficiera d'une infrastructure moderne de laboratoire.

Vistez notre site Internet pour obtenir plus d'information sur l'Université de Moncton et sa faculté des sciences à l'adresse suivante : <http://www.umoncton.ca>.

Fonctions et formation :

La chaire de recherche du Canada en biotechnologie médicale vise un axe de recherche qui s'inscrit soit dans la prévention, le diagnostic ou le traitement des cancers chez les humains. La candidature retenue possèdera une expertise dans un des domaines suivants : la génétique moléculaire, la biologie moléculaire, l'immunologie, la thérapie génétique ou la biopharmaceutique.

La chaire de recherche du Canada en photonique vise le domaine de la photonique expérimentale ou de l'optique non linéaire. La candidature retenue travaillera avec le Groupe de recherche en couches minces et en photonique (GCM), dans les domaines des matériaux optiques avancés (cristaux photoniques, matériaux chirogènes, matériaux nanostructurés), de l'optique non linéaire ou de l'instrumentation optique avancée.

Étude des candidatures et entrée en fonction :

Les candidatures seront étudiées à partir du 17 avril 2001 et l'entrée en fonction reste à être déterminée. Les personnes intéressées à soumettre leur candidature sont priées de faire parvenir un dossier complet, incluant un curriculum vitae, un plan de recherche détaillé et, aux fins de référence, les noms et coordonnées de cinq personnes, au doyen, Faculté des sciences, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-4301; télécopieur : (506) 858-4541; courriel : bourque@umoncton.ca.

UNIVERSITÉ DE MONCTON

L'Université de Moncton soutient à l'égalité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Condamnation aux exigences relatives à l'immigration, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

**Un accent,
sur le savoir**



The University of Western Ontario Earl Russell Chair/Medical Director Interdisciplinary Pain Program

The Faculty of Medicine & Dentistry of The University of Western Ontario and St. Joseph's Health Care London, London, Ontario invite applications/nominations for the newly established Earl Russell Chair/Medical Director of the Interdisciplinary Pain Program. This is a position for a Physician or Dentist with an interest in the study of, and treatment of, chronic pain. This is a unique opportunity for the establishment of an interdisciplinary pain program. The Earl Russell Chair/Medical Director of the Interdisciplinary Pain Program will be a key leader in developing the Interdisciplinary Pain Program in the Faculty of Medicine & Dentistry and at St. Joseph's Health Care London. A key objective will be to build interdisciplinary collaboration to follow and study a cohort of patients with chronic or subacute pain in order to better understand the needs of and the therapy for this group of patients. The candidate will be expected to develop a research program to study chronic pain as well as fostering an environment for teaching professionals dedicated to the study of pain. The successful applicant should have 1) familiarity with, and deep commitment to the treatment of chronic pain 2) experience and expertise in working in an interdisciplinary setting that is central to the study and treatment of chronic pain 3) leadership skills and experience in creating a team of health professionals from many disciplines to treat patients with chronic pain, 4) well developed teaching and interpersonal skills, and 5) established research expertise in chronic pain.

The successful applicant will be appointed, to the most appropriate University department(s) in the Faculty of Medicine & Dentistry based on the applicant's training and certification. Clinical appointment(s) to the London Hospitals will be negotiated as required.

Interested candidates are asked to submit a CV and letter of application together with names and addresses of three references by April 30, 2001 to:

Dean Carol P. Herbert
Faculty of Medicine & Dentistry
Health Sciences Addition, Room H112
The University of Western Ontario
London, Ontario N6A 5C1
Fax: (519) 661-3797

This position is subject to budget approval. In accordance with Canadian immigration requirements, Canadian citizens and Permanent Residents of Canada will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

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employment equity and welcomes applications from all qualified women and men including visible minorities, aboriginal people, persons with disabilities, and gay men and lesbians. Applications for the above position must be received by May 30, 2001. To apply for this position, applicants should visit our Web Site at <http://education.queensu.ca/careers>. Candidates should click on application form at the bottom of the page to access our electronic application form. Applicants who do not have access to the internet should send a letter of application, curriculum vitae, three letters of reference, and copies of research papers to Professor Lorne Carmichael, Head, Department of Economics, University of Waterloo, Waterloo, ON N2L 2G9. **GRANT MACLEWYAN COLLEGE — The Arts and Science Division invites applications for an Economic Instructor** with the Social Sciences Department. This is a full-time continuing position effective July 1, 2001. This position is ideally suited for an individual who has a strong academic background and a commitment to teaching as a career priority. Responsibilities include teaching at the introductory and intermediate university levels. A PhD in Economics (completed or near completion) is required and teaching experience is preferred. The successful candidate must be able to work as a collegial member of an interdisciplinary department. Applicants should include a curriculum vitae and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted to the department cover. Salary is based on education and experience. The closing date is Monday, April 23, 2001 at 4:30 p.m. Quick Comparison No. 0183229. Grant MacLewyan thanks all applicants but only those selected for an interview will be contacted. Apply to Human Resources Department, Jasper Place Campus, Room 438, 1900, 156 Street, Edmonton, AB T5P 2P7, Fax: 780-437-5430, Phone: 780-497-5134.

EDUCATION

THE UNIVERSITY OF NEW BRUNSWICK — The Faculty of Education invites applications for the **McCaig/NITE Professorship** in Multimedia/Instructional Design, a tenure-track appointment beginning July 1, 2001. The individual will work jointly in the Faculty of Education and the Faculty of Arts, although the initial focus will be primarily on the development of an MEd program in instructional design. Experience in instructional design, strong research skills, and experience in developing electronically based learning materials is required. The candidate will be expected to pursue an active research program, to be closely involved with the critical component of the BA in Multimedia Studies including the supervision of senior projects and with the BEd and MEd in Education, and to interact with the broader business and educational communities in areas of mutual interest. Applications will be received until April 28, 2001. Inquiries and applications, including a curriculum vitae, description of teaching and research interests, and the names of three referees should be sent to: Dr. Marian Small, Dean, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. Information about UNB may be found at <http://www.unb.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — The Faculty of Education invites applications for a post-doctoral fellowship in Deafness Studies. This position is made available through the David Peckoff endowment fund and includes conducting research in consultation with the Director of Western Canadian Centre of Studies in Deafness and the Coordinator of the Deaf Studies (Education) program. In addition to duties related to research, teaching, and assisting in field experiences coordination and supervision, the successful applicant will administer the yearly budget

generated from the David Peckoff endowment fund, and report to the Trustees of the fund. The date of appointment will be July 1, 2001. The salary is negotiable. The program in Deafness Studies at the University of Alberta is nationally and internationally recognized for research and training of teachers and other professionals. The program is also committed to cooperative work with the Deaf Community, the hard of hearing community and with professionals and other groups and service organizations. Major research interests in the program include strategies for teaching deaf and hard of hearing students, literacy programs, international development, mental health and deafness, qualitative research, and social aspects of deafness. Qualified candidates should have completed a doctoral program in a relevant discipline, and have a background in working with schools and other agencies. Experience with teacher education programs and/or eligibility for Canadian Association of Educators of the Deaf and Hard of Hearing (CAEDHH) certification would be an asset. Applications will be accepted from candidates who expect to complete their doctoral degree by July 1, 2001. The Faculty of Education encourages applications from qualified deaf, hard of hearing and hearing candidates. Information can be obtained by contacting either Dr. Michael Rodda, Tel: (780) 493-5231; E-mail: mike.rodada@ualberta.ca or Dr. Mary Ann Bibby, Tel: (780) 493-3637; E-mail: maryann.bibby@ualberta.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of employment equity. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR — Department of Education invites applications for a faculty position in the Faculty of Education in the area of Language Arts at the rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Ian Crawford, Interim Dean, Faculty of Education, University of Windsor, Windsor, ON N8B 3P4, Tel: 519-253-3000, Fax: 519-971-3512; E-mail: icw@uwindor.ca.

ELECTRONICS

CARLETON UNIVERSITY — The Department of Electronics Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Electronics to commence July 1, 2001. This position is subject to budgetary approval. Candidates must hold a doctoral degree, and must have demonstrated potential to carry out leading-edge research and teaching at the graduate and senior undergraduate level in the field of photonics and optoelectronics. The successful candidate will be expected to build a strong research program and to participate actively in teaching and the development of new courses in the field at the graduate and senior undergraduate levels. Areas of particular interest include: photonic applications of MEMS (e.g. optical switching and attenuation), techniques for WDM, and waveguide integration. Membership or eligibility for

membership in a Canadian professional engineering association is desirable but not essential. The Department of Electronics maintains a superb laboratory for research in silicon process technology and semiconductor device physics. Considerable expertise is available in the fabrication of microelectromechanical systems, holographic optical elements, optical waveguides, and devices incorporating SiGe alloys (details can be found at <http://www.doe.carleton.ca>). Start-up funding will be available to assist in the further development of an advanced optoelectronics and photonics laboratory at Carleton. Historically, the Department has maintained strong research collaboration with the National Research Council, Communications Research Centre, and local industry. This collaboration will be strengthened in coming years as the National Capital Institute of Telecommunications (NCIT) combines the resources of industrial, government and university labs in photonics and other strategic areas. Participation of the successful candidate in NCIT will be invited. Home to the National Arts Centre, the National Gallery and many major museums, Ottawa offers the convenience of living in a medium-sized city combined with the cultural activities one would expect in a much larger urban center. There are also excellent opportunities for outdoor sports and recreation throughout the year. Applications, with a detailed curriculum vitae and the names of at least three referees, should be sent to: Dr. M.G. Tan, Acting Chair, Department of Electronics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5S6, telephone: (613) 520-2600, ext. 5758, fax: (613) 520-5758, email: mgt@doe.carleton.ca. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply.

ENGINEERING

MCMASTER UNIVERSITY — Department of Civil Engineering invites applications for a position at the Assistant/Associate Professor level (tenure track) in the area of rehabilitation of structures, commencing July or September 2001. The recent creation of an endowed chair in infrastructure renewal through a donation by Joe May/RE Consulting now enables McMaster to expand its commitment to teaching, research and interaction with industry in the field of infrastructure renewal. Applicants are required to have an undergraduate degree in civil engineering, be eligible for registration as a professional engineer, and have a PhD degree. They should have a solid background in two or more of the following areas: structural analysis and design, structural dynamic/earthquake engineering, concrete or steel application, mechanics of soils, and building physics. They should have a demonstrated research expertise in rehabilitation and retrofitting of structures. Knowledge of project management and construction, experience in experimental research and demonstrated ability working with industry will be considered an asset. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop a vigorous, independent research program including the supervision of graduate students and participate in other educational and professional activities. Salary is commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to: Dr. Dieter Stolle, P.Eng., Chair, Department of Civil Engineering, McMaster University, Hamilton, Ontario L8S 4L7, Telephone: (905) 525-9140 ext. 2746; fax: (905) 525-9268 or email: stolle@eng.mcmaster.ca. The committee will be reviewing applications after April 1, 2001. In accordance with Canadian immigration requirements Canadian citizens and

Academic Internist

Creating the future of health



The Departments of Medicine and Obstetrics & Gynaecology and the Calgary Regional Health Authority (CRHA) invite applications for a full-time academic position at the Assistant Professor level or higher to be responsible for teaching, research and clinical internal medicine. The successful candidate will lead the development of a tertiary referral clinic for conceptual medical assessment and management of high-risk pregnancies with medical disorders.

The CRHA comprises four teaching hospitals situated in the city of Calgary, and serves residents of southern Alberta, British Columbia and Saskatchewan. The Departments of Medicine and Obstetrics & Gynaecology are part of the rapidly growing Faculty of Medicine which is in the process of building a major new research facility. Calgary is a vibrant city (population ~850,000) near the Rocky Mountains, Banff National Park and Lake Louise.

Qualifications include a MD, specialist certification in internal medicine, advanced training and expertise in women's health issues and eligibility for medical licensure (in the Province of Alberta). Please submit curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent directly, by April 30, 2001 to:

Dr. E.A. Shaffer, Head, Department of Medicine, Faculty of Medicine, 1403 - 29 Street N.W., Calgary, Alberta, Canada T2N 2T9

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Chair, Department of Electrical and Computer Engineering

Concordia University's Faculty of Engineering and Computer Science is seeking a dynamic leader for its Department of Electrical and Computer Engineering.

Recognized for delivering top-notch programs in Information Technology and its excellent research track record, the Department's teaching and research expertise focuses on communications engineering, including computer communications, wireless communications, optical communications, digital signal processing, communications protocols, computer architecture, power electronics, real-time (embedded) systems, software engineering and VLSI.

It houses the internationally known research centre of excellence, the Centre for Signal Processing and Communication (CENSIPCOM), as well as the Electromagnetic Compatibility Laboratory (EMC Lab). Its faculty members also participate in inter-university research centres in their related fields, and are active in Networks Centres of Excellence, specifically CTR, IRIS, ISIS and Micronet.

With 30 full-time faculty positions, it caters to 700 undergraduate students and 250 graduate students. The Department offers undergraduate degrees in Electrical Engineering (with options in Electronics/Systems and Telecommunications) and Computer Engineering (with options in Systems Hardware and Systems Software). At the graduate level, the Department offers MSc, MEng and PhD programs, as well as several graduate certificates.

Concordia's competitive, industry-oriented engineering and computer science programs also feature a Co-op option, which provides students with invaluable work experience while completing their degree.

The University is situated in downtown cosmopolitan Montreal, the multicultural centre of Canada. It is currently enjoying high growth due to the software industry's main areas of development, particularly in telecommunications, aerospace, software development and multimedia, and is gaining a reputation as one of the Information Technology headquarters of Canada.

The successful candidate to lead the future growth of the Department must possess an excellent academic record, excel in administration, teaching and research, with research interests preferably in computer engineering, communications or software engineering. Candidates should be professional engineers; otherwise, commitment to register as a professional engineer is essential.

Applications and nominations should be forwarded to:

Dean, Faculty of Engineering and Computer Science
Concordia University
1455 de Maisonneuve Blvd. West, LB-1001
Montreal, Quebec, Canada, H3G 1M8

For more information on our Faculty, visit our Web site: www.ence.concordia.ca

Application Deadline: Candidates for this position will be considered until the Faculty's Search Committee has made a final decision.

This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossiers of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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CANADA RESEARCH CHAIRS

The School of Policy Studies at Queen's University is currently seeking candidates for a Canada Research Chair in the broad field of *Democracy, Economy and Public Policy in a Global Era*.

The Government of Canada has established the Canada Research Chairs program (www.chairs.gc.ca) to foster world-class research excellence in Canadian universities. Queen's University has developed a Strategic Research Plan which identifies priority areas that will be augmented through the Canada Research Chairs program. One of the priority areas identified for a senior Chair (Tier 1) is *Democracy, Economy and Public Policy in a Global Era*.

The School of Policy Studies seeks candidates to be nominated for this Chair. We are particularly interested in candidates with an interest in the fields of global governance or Canadian public policy and institutions.

Nominees for Tier 1 chairs are expected to have outstanding and innovative research accomplishments, international recognition, and a superior record in attracting and supervising graduate students.

Nominations and applications should be sent to the Director of the School of Policy Studies at Queen's University, Kingston, Ontario Canada K7L 3N6. Nominations/applications should include a full curriculum vitae and a statement of research objectives and interests. The closing date for receipt of applications is April 30, 2001.

Canada Research Chairs are open to individuals of any nationality.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.



SCHOOL OF
Policy Studies
QUEEN'S UNIVERSITY

CAREERS CARRIÈRES

permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal people, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Chemical and Biological Engineering invites applications for a tenure-track appointment at the Assistant Professor level starting July 1, 2001, or as soon as possible thereafter. Applicants should have a PhD in Chemical Engineering or a closely related field and have a strong commitment to high quality undergraduate and graduate education. Relevant industrial experience would be an asset. Eligibility for registration as a Professional Engineer is essential. Excellent teaching and communications skills are also required. The successful candidate should possess the skills, background and motivation needed to build an independent research program of international recognition in one or more of the following areas: catalysis, electrocatalysis and electrochemical engineering applied to the production and use of clean fuels and the design and optimization of fuel cells. The candidate would also be expected to contribute to the Clean Energy Research Centre, a multidisciplinary initiative of the Faculty of Applied Science mandated to focus and expand research that aims to reduce the environmental impact of fossil fuel use. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three referees, should be sent to: Dr. A.P. Watkinson, Head, Department of Chemical and Biological Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The deadline for receipt of applications is 30 April 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. The Department has close connections with U.S.C. interdisciplinary centres such as the Biotechnology Laboratory, the Advanced Materials and Process Engineering Laboratory, and the Pulp and Paper Centre. Details about the Department and its current research programs are available at <http://www.chem.ubc.ca>.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant Professor level in the area of clean energy systems, preferably from individuals with fuel-cell related expertise. The starting date will be September 01, 2001, or as soon as possible thereafter. The Department has twenty-eight faculty members, seventeen support staff, and approximately three hundred fifty undergraduate and one hundred graduate students. Well-equipped laboratories are available for research in applied mechanics, biomedical engineering, manufacturing and controls, and thermofluids. Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca. The successful candidate will hold a PhD degree or equivalent in mechanical engineering or a closely related field. The duties of this position are teaching at the undergraduate and graduate levels, supervision of graduate students, and development of an externally funded research program. The Department has received a three-year grant from the provincial government to support fuel cell systems research, and the appointee will be expected to take an active role in the newly established Clean Energy Research Centre in the Faculty of Applied Science. Opportunities exist to collaborate with local industry and with the IAC Innovation Centre located at UBC. The successful candidate will be expected to have or seek registration as a Professional Engineer in British Columbia. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Applicants should submit a detailed resume, a statement (1-2 pages) of research and teaching interests, and names and addresses (favourable included) of three referees to Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is May 15, 2001. Please do not forward applications by email. In addition to the above position, outstanding candidates with research expertise in micro-electromechanical systems, active vibration and noise control, and biomedical engineering are encouraged to contact the Department Head for consideration for future openings associated with the Canada Research Chairs Program (www.chairs.gc.ca).

THE UNIVERSITY OF VICTORIA - The Department of Electrical and Computer Engineering is seeking to identify outstanding candidates for a Canada Research Chair in the area of high performance networks at the level of Assistant Professor or Beginning Associate Professor. A successful candidate is expected to lead a vigorous research program and teach in Computer Engineering and specifically in the area of high performance networks which is broad-based to include architecture, routing, interface design, protocols, performance, and Quality of Service. The Department, which is known internationally for its high quality research programs, has 20 faculty members with 7 IEEE Fellows, one Fellow of the Royal Society of Canada, two NSERC Industrial Research Chairs and attracts over \$2.3M annual research funding. More information on the Department can be found at <http://www.elec.uvic.ca>. Information

about the Canada Research Chairs program can be found at <http://www.chairs.gc.ca>. Applicants are invited to forward a curriculum vitae, the names and postal/telex addresses of at least three references and reports of their most important recent research to: Dr. M. Dimopoulos, Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055, Stn. CSC, Victoria, BC, Canada V8W 3P6; fax: (250) 721-6052; tel: (250) 721-6902; email: m.dimopoulos@uvic.ca. The position is available immediately, and applications will be accepted until the position is filled. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. This advertisement is directed to both Canadian and international candidates.

UNIVERSITY OF WESTERN ONTARIO - Through its Faculty of Engineering Science, and Medicine & Dentistry, and in partnership with hospitals and medical research institutions in London, Ontario, is in the process of establishing an interfaculty program in Biomedical Engineering (BME). The University has secured a Whitaker Foundation grant to help establish BME and to provide for three years of initial funding for new faculty members. Applications are invited for two new tenure track (probationary) faculty positions, in the research areas of medical imaging and surgery, and medical imaging. These positions are planned to be joint positions between the Department

of Electrical and Computer Engineering, Faculty of Engineering Science, and the Department of Medicine & Dentistry, University of Western Ontario. Both positions are subject to budget approval. It is expected that the appointments will be made at the Assistant Professor level but appointments will be considered at the Associate Professor rank if qualifications warrant such a rank. The successful candidates will hold an appropriate PhD degree and will be required to teach in assigned areas, and to supervise graduate students and conduct research. Candidates who are registered or are able to register as Professional Engineers in Ontario are preferred applicants and are encouraged to apply. Those with other suitable backgrounds and qualifications are also encouraged to apply. The preferred candidates in image guided therapy and surgery, and medical imaging will have research experience in minimally invasive therapeutic and surgical instrumentation and software, and/or medical imaging. Related research at Western is currently carried out in 3D ultrasound systems for diagnosis and image-guided biopsy, image processing and developing visualization software for image-guided neurosurgery, CT, PET, MRI. The investigators have access to world-class imaging instrumentation (MRI, 3D ultrasound, 3D CT) and research facilities. The successful candidates will join a large research team of investigators focusing on many frontier research projects, and will collaborate with researchers from the Robarts Research Institute (RRI) and the Lawson Health Research Institute (LHRI). For details about the research programs see http://www.uwo.ca/for_rri and http://www.uwo.ca/for_lhri. Interested candidates should send their curriculum vitae and the names of three references to: Dr. Franco Berruti, Dean, Faculty of Engineering Science, University of Western Ontario, London, ON, N6A 5B5. The deadline for receipt of applications is April 15, 2001, or until the positions are filled. The appointment start date is July 1, 2001 (or earlier). The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for these positions.

UNIVERSITY OF WESTERN ONTARIO - Faculty of Engineering Science. A chair program on ultrafine powder technology has been established recently in the Department of Chemical and Biochemical Engineering, Faculty of Engineering Science, The University of Western Ontario. This program is sponsored by the Ontario Government through its Research and Development Challenge Fund. This is initially a five year program, with the possibility of renewal. Applicants are invited to occupy a junior chair in ultrafine powder technology. The junior chair will be a 5-year non-tenured faculty position at the Assistant or Associate Professor level. The successful candidate should have a PhD in chemical engineering or a related discipline, with strong background on fluidization, powder technology and ultrafine powder processing. Additional background in either the pharmaceutical or the coating industry would be an asset. Industrial experience is very desirable. Applicants should have a strong research record, excellent communication and teaching skills, and be eligible for registration as a professional engineer in Ontario. Past research and teaching experience will be an important consideration in the selection of the successful candidate. Fluidization and powder technology have been strong research focus in this department. The new faculty member is expected to work closely with the senior chair holder and with other members of the department, to enhance the research activity in this area. The individual will also be expected to teach undergraduate and graduate courses, initiate new research program, and supervise graduate students. Interested applicants should forward their curriculum vitae, a statement on their research and teaching vision, and the names of three references to: Prof. S. Roham, Chair, Department of Chemical and Biochemical Engineering, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, N6A 5B5. Tel: (519) 461-1111, Fax: (519) 461-3498, Email: srohaham@uwo.ca. The deadline for the receipt of the application is May 1, 2001, or until the position is filled for an appointment as of July 1, 2001 (or as soon as possible thereafter). Salary and rank will be commensurate with experience and research record. This position is subject to budgetary and financial constraints and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

UNIVERSITY OF MANITOBA - Civil Engineering. Applications and nominations are invited for the position of Head of Department. The Department offers a broadly based undergraduate program and specialized graduate degree programs in Civil Engineering. The Department currently comprises 20 academic staff, 125 undergraduate students in both regular and co-op programs, 75 graduate students from the Masters to the PhD level, and is the largest postdoctoral fellow and visiting scholars. There are well-equipped undergraduate and postgraduate laboratories in the areas of Applied Mechanics, Environmental Engineering, Geotechnical Engineering, Structures, Transportation and Water Resources. The Faculty of Engineering graduates approximately 210 students per year with degrees in Biosystems Engineering, Civil Engineering, Computer Engineering, Electrical Engineering, Industrial Engineering, and Mechanical Engineering. It has the largest Endowment Fund on campus and is a leader in securing NSERC strategic operating and major equipment grants, and industrial contracts. The Faculty is committed to enhancing equity and accessibility, which is demonstrated by its highly effective Engineering Access Program for Aboriginal students, the most successful program of its kind in Canada. The University of Manitoba, located in Winnipeg, is a co-educational and non-denominational. Winnipeg is a city of 600,000, noted for its theatre, orchestras, international sports, and ethnic diversity. There is an abundance of housing at reasonable prices in vibrant neighborhoods, and an excellent school system. Daycare is available on campus. The successful candidate for this position will have the ability to provide strong leadership and sound administration and will have strong communication and interpersonal skills. He or she should have a



UPEI is experiencing unprecedented growth in research and development activity. We are taking full advantage of our capacity to work in strong cross-disciplinary teams on campus. Our "no borders" approach has resulted in successful international research collaborations.

UPEI's Senate unanimously approved a Strategic Research Plan for the seven constellations of excellence we've identified as part of the Canada Research Chairs program. While seven areas have been highlighted, the plan reaffirms the value of research, individually and in teams, across the full spectrum of academic disciplines.

Our researchers understand the special role they play as leaders and partners in research for the Province. We look forward to establishing dialogue with leading-edge researchers—nationally and internationally—who may be interested in becoming Chair candidates—people who appreciate the potential inherent in the roles our Chairs will play in setting the tone for world-class, research-intensive environments at UPEI.



■ Environmental Science: UPEI biologists, chemists and veterinary scientists research the effects of anthropogenic activity on aquatic and terrestrial ecosystems. Because UPEI's environment is highly vulnerable to human influences, it is ideally suited to such studies. Foci: effects of pesticides and habitat fragmentation on ecosystem integrity and development of sensitive biological and chemical detection systems for contaminants.



■ Materials Science: Researchers have formed a core of excellence in inter-related fields such as supramolecular chemistry and properties of biomembranes. Foci: research on the nature of the surfaces of materials, encompassing the areas of defects in materials, mathematical concepts of soft and hard condensed matter and the synthesis and characterization of nanocomposite materials.

■ Island Studies: UPEI is establishing itself as a centre of excellence for the comparative study of small islands. Research initiatives include the political economy of North Atlantic islands, innovation and technology, island ecosystems, and the literature of small islands. An interdisciplinary graduate program in Island Studies, with a public policy focus is in development.

■ Aquatic Sciences: This research benefits fisheries and aquaculture—important industries in PEI and the Atlantic region. Foci: health and conservation of aquatic

wildstocks, and infectious diseases, production losses and health management of aquaculture species. Units at UPEI in support of this research include the Centre for Marine and Aquatic Resources, the Cardigan Fish Hatchery and the Lobster Science Centre.

■ Human Development and Health: Twenty-two researchers are engaged in research in this area. Foci: cognitive development and conceptual learning, children's health and learning-based decision-making, children's health living, high-risk behaviours, literacy and social health, effects of aging on memory, cognitive stimulation as a health factor in aging, and nutrition and quality of life at all ages.



Canada Research Chairs at the University of Prince Edward Island



■ Comparative Biomedical Science: Our researchers in this area produce knowledge that will improve the health of humans and animals (including fish). Research contributes to the understanding of human conditions such as breast cancer, diabetes, stroke, cardiovascular disease and a broad range of animal diseases. Researchers collaborate in disciplines as diverse as endocrinology, nutrition, pharmacogenetics, neuropharmacology, orthopedics and molecular genomics.

■ Cognitive Science/Neuroscience: UPEI research contributes to worldwide efforts to understand and correct neurodegenerative disease, neurotrauma, and mental disorders. Foci: pharmacotherapy of neurodegenerative disease, the molecular basis of stroke-induced brain dysfunction, pharmacological and nutritional neuroprotective strategies in stroke, central regulation of autonomic function, behavioural studies of learning, memory and cognition, assessment of cognitive function in

dementia, and the neural processing of musical grammar and multimedia.

Implementation of the Chairs is ongoing and dynamic. One or more Chairs (Tier I or Tier II) will be implemented in 2001/02. For more information or to submit a candidacy, prospective candidates should write to president@upei.ca

For our Strategic Research Plan and more details, visit www.upei.ca/crcpub/



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a GREAT small university!

CAREERS CARRIÈRES

PHD or equivalent qualifications as demonstrated by significant experience in engineering design and/or engineering education and/or administration. Registration or eligibility to administer the Association of Professional Engineers and Geoscientists of the Province of Manitoba is a requirement. The appointment to Head of Department is for a five-year term, effective July 1, 2001 or thereafter, and is renewable. The position is tenured academic position. The appointment as head is renewable, in accordance with University policies. Pay and rank will be dependent on qualifications and experience. The Department is supported by an Associate Head and an Administrative Assistant, and requires a large staff. The Faculty, The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Immigration requirements, all candidates must be restricted to Canadian citizens and permanent residents. Resumes and a list of three referees should be sent to: Dr. D.W. Ruth, Dean of Engineering, University of Manitoba, 560 Engineering Building, Winnipeg, Manitoba, Canada R3T 5V6. E-mail: prof@ut.umanitoba.ca Please refer to the position number 6592 in all correspondence. The deadline for applications is 11:59 p.m. CST.

UNIVERSITY OF SAKKAIKAWAN – The Department of Electrical Engineering invites applications for a tenure track faculty position in the area of **Power Electronics and Power electronics** (a subfield of electronics) with emphasis on **instrumentation, devices or sensors**. The successful candidate is expected to take a strong leadership role in the department, to conduct research program and be involved in teaching and developing undergraduate and graduate courses. Candidates should hold an earned Ph.D. degree in Electrical Engineering with research capability. Excellent facilities and programs exist for research in communication systems, electric power systems, electronics devices and systems. The department currently has approximately 200 undergraduate and 30 graduate students and offers B.Sc., M.Sc., M.Eng., M.Sc. and PhD degrees. An open and friendly atmosphere exists for students, faculty and staff. The department is highly ranked within North America (see <http://www2.bccampus.ca/electrical-eng/eng.htm>). The University of Sakaiikawan is a member of the Association of Universities and Colleges of Canada (A.U.C.C.). Excellent facilities to support research and teaching and has access to the research opportunities using the Canada's national synchronous digital signal processing (NSD) (<http://www.csc.ca>) currently under construction on campus. Applications with complete curriculum vitae, names of three references and a statement of interest should be sent to the following address: Dr. K. Takaya (Research Engineer) c/o Department of Electrical Engineering, 550 Campus Drive, University of Sakaiikawan, Sakaiikawan, BC V6T 1A6, Canada. The STN Sakaiikawan applications should be received by May 31, 2001. The University of Sakaiikawan is an affirmed Employment Equity Member of the Canadian Council of Ministers of Education (CCME) and is committed to providing an environment free from discrimination (persons with disabilities and visible minorities) are encouraged to self-identify on their application.

APPLICATIONS OF ALBERTA Engineering, Geotechnical and Environmental Engineering Programs
Applications are invited for a tenure-track faculty position at the Assistant Professor level in the area of Geoenvironmental/Geotechnical Engineering. The successful candidate will be expected to hold a doctoral degree in Geoenvironmental, Geotechnical or Geological Engineering or equivalent and have a commitment to teaching and research. Research interest in environmental geomechanics is desirable. However, consideration will be given to all candidates with a research interest in geotechnical engineering. The successful candidate will be expected to conduct research and supervise graduate students in his or her field of research. The successful candidate will also teach courses in Geoenvironmental Engineering and assist in the teaching of other engineering courses at the undergraduate level. The University of Alberta is one of the largest universities in Canada with over 35,000 undergraduate and graduate students. The Geotechnical Engineering program has more than 100 students and is supported by a large number of members supported by three full-time technical staff and several research associates. The University is situated in the heart of Edmonton.

The Edmonton area has a population of over 900,000 people, and offers a diverse array of cultural and sporting activities year round. Living in the heart of the city, you will have access to the Canada's Rocky Mountains, just east of the Jasper and Banff as well as easily accessible from the city by modern express highways, providing you with a wide range of recreational activities including cycling, camping, backpacking and hunting in the wild. In accordance with Canadian immigration requirements, this advertisement is directed to individuals who are currently residing in Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a letter of interest, resume, and references to: **WINOSOR - Environmental Engineering**, 10000 104th Avenue, Edmonton, Alberta, T5N 1G6, Canada. Tel: (780) 421-7626, Fax: (780) 421-7627, E-mail: winosor@ulb.ca, Web site: www.ulb.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information Act (R.S.A. 1980, c. F-27) and the Access to Information Act (P.R.I.). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the area of Environmental Engineering. The rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/jointapp. Contact: Dr. R. Bajwa, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253-3800; Fax: 519 971-3622; Email: appteng@uwindor.ca

THE UNIVERSITY OF WINDSOR - invites applications for a tenure-track faculty position in the area of Environmental Engineering. The rank of assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/jointapp. Contact: Dr. R. Bajwa, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253-3800; Fax: 519 971-3622; Email: appteng@uwindor.ca

UNIVERSITY OF WINDSOR - invites applications for a tenure-track faculty position in the area of Mechanical and Computer Engineering. The University merits applications for a tenured full professor position in the area of mechanical and computer engineering in the area of mechanical and computer engineering (MEMS). For details visit our website at www.uwindsor.ca/jointapp/positions. Contact: Dr. R. Bajwa, Chair, Joint Appointments Committee, Office of the Dean of Engineering, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253-3800; Fax: 519 971-3622; Email: appteng@uwindor.ca

THE UNIVERSITY OF WINDSOR - Mechanical Engineering Department is seeking motivated, innovative applications for a tenured-track faculty position in the Faculty of Engineering in the area of Environmental Engineering at the rank of Associate Professor. The successful candidate will be responsible for teaching and supervising students. For details visit our website at: www.uwindsor.ca/facpos/open. Contact Dr. B. Nwawa, Chair, Faculty of Engineering, University of Windsor, Windsor, Ontario, N9A 6P1, Canada. Tel: 519.253.3000, Fax: 519.253.3001, Email: bnwawa@uwindor.ca. **DR. N9A 6P1, CAN. TEL: 519.253.3000, FAX: 519.253.3001, EMAIL: bnwawa@uwindor.ca**


WATERLOO - The Department of Mechanical Engineering is seeking applications for a tenured-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in mathematics and fluid mechanics, and have a PhD in Engineering or a related field. The successful candidate will interact with faculty in the department's Structures, Mechanics and Construction group. The position is available starting September 1, 2001 or later. Candidates have potential or proven ability for excellence in teaching and research. Industrial experience is preferred. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering, Mechanical Engineering and applied mathematics. This appointment is subject to the availability of funds. The University of Waterloo receives applications from all qualified persons, including members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position. For more information, visit the website www.uwaterloo.ca/mechanical and submit a detailed curriculum vitae, including a statement of career objectives, and the name

Address, E-mail addresses, telephone and fax numbers, and a list of the faculty are given to Professor J. Fykes, Chair, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered on an ongoing basis.

UNIVERSITY OF WATERLOO — invites applications for several tenure-track faculty positions in the Department of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. The University of Waterloo is known for both research and teaching. Eligibility for registration as a Professional Engineer is desirable. The University of Waterloo is an Equal Opportunity/Affirmative Action Institution. Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate computer engineering and plans to introduce a Software Engineering degree program jointly with the University of Guelph. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 155 graduate students supervised by 14 full-time faculty. With industry government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The University of Waterloo offers excellent research opportunities in many rapidly developing areas of Information Technology. For more information on these opportunities, please contact:

Faculty Positions, Or
Queen's School of
appointments in the
Finance, International
of Information Syst

[illegible]


**QUEEN'S
SCHOOL
OF BUSINESS**

**Queen's
Kingston,**

able. The primary duty of the successful applicants will be teaching undergraduate students in the areas of electrical and electronic Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include some research. Successful candidates are expected to have excellent communication skills and to be able to teach in a clear and concise manner. An electrical, computer, or software engineering background is preferred. The successful applicants will be encouraged to apply for Professional Engineering registration with the Engineering Council of Canada. The positions are filled. These appointments are subject to the availability of funds. In accordance with the University's recruitment policy, this advertisement is open to all persons, including Canadian citizens and permanent residents. The University of Waterloo encourages applicants from all backgrounds. All persons, including women, members of visible minorities, native peoples and persons with disabilities, interested in this position are invited to submit a detailed curriculum vitae, including a list of three career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of three references to: Professor Daniel Miller, Co-ordinator, Faculty of Engineering, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at dmiller@cape.uwaterloo.ca.



Queen's University
Kingston, Ontario, Canada

Faculty Positions, One-year term, Queen's School of Business

Queen's School of Business is inviting applications for one-year term appointments in the following areas: Accounting (Financial and Management), Finance, International Business, two positions in Marketing, Management of Information Systems, Behavior/Human Resources, Strategy & Business Policy, Management Communications, and Management Science.

This is an ideal opportunity for visiting faculty and Ph.D. students who are near completion of their dissertation. Visiting professors will work with some of today's leading business scholars, while Ph.D. students will gain valuable teaching experience.

Our teaching needs range from the introductory to upper-year undergraduate courses as well as Masters of Science and Ph.D. courses. Salary will be commensurate with qualifications and experience, and appointees will have access to substantial internal funds for course development.

Queen's School of Business (www.business.queensu.ca) is at the forefront of Canadian business education and is recognised as a leader in North America. The School's programs include: an undergraduate Bachelor of Commerce, with the highest entry standards in Canada; a unique double-major Ph.D. and a new M.Sc. in Management; Queen's top-ranked MBA for Science & Technology; and the market-leading Queen's Executive MBA. A Canada's first MBA program delivered by videoconference, with sites from coast to coast. In addition, the School is Canada's leader in executive education. Queen's School of Business has received unconditional accreditation for all programs by The International Association for Management Education (AACSB).

Queens University is one of the oldest and most prestigious universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community situated on the shores of Lake Ontario, Queens is within a two-hour drive of Toronto, Montreal, and the nation's capital, Ottawa. The city's unique heritage, vibrant life-style, and central location make it one of the most attractive communities in North America.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queens University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of appointment will be July 1, 2001, but is flexible. Applications should include curriculum vitae, references, and evidence of research such as publications, working papers, thesis proposals or completed thesis.

Please send your submission to:

T. Anger

Associate Dean

Queen's School of Business

Queen's University

Kingston, Ontario K7L 3N6

Figure 1. *Chlamydomonas reinhardtii* cell morphology.

E-mail: deansoffice@business.queensu.ca
 Fax: 647.692.8818

Fax 613 533-2013

www.business.queensu.ca



Saint M
University

Halifax, Nova Scotia, Canada

Dean, Faculty of Arts

Saint Mary's University, founded in 1802, is a metropolitan university with international linkages throughout the world while maintaining a strong commitment to the regional community. The University, located in Halifax, Nova Scotia, serves a student body of more than 11,500 full- and part-time students in the regular academic and summer sessions. A comprehensive undergraduate program and selected graduate programs are offered in the Faculties of Arts, Science, Education and Commerce. Saint Mary's University is committed to academic and research excellence, community and international outreach, public accessibility and fiscal responsibility.

Saint Mary's University is home to the largest undergraduate Arts Faculty in Nova Scotia. The Faculty is known for excellence in research and teaching, and is committed to preparing students for careers in law, the criminal justice system, medicine, journalism, teaching, public and foreign service, consulting and contract work, and participation in and understanding of the fine arts and cultural life. The Faculty includes programs in Anthropology, Asian Studies, Atlantic Canada Studies, Classics, Criminology, English, Geography, History, International Development Studies, Irish Studies, Linguistics, Modern Languages, Philosophy/Political Science, Psychology, Religious Studies, Sociology and Women's Studies.

The Dean of Arts should be a leader and visionary, able to present a direction for the Arts Faculty and represent its interests at the senior administrative level. The Dean is one of five Deans reporting to the Vice-President, Academic and Research. The successful candidate will have a demonstrated record of research and publication, a successful teaching record, experience in administration, should be able to work comfortably in an interdisciplinary setting, and champion the interests of both the Humanities and the Social Sciences. The successful candidate should have an appreciation for university advancement, fund-raising and community involvement.

The initial six-year appointment is expected to commence either on September 1, 2001 or January 1, 2002. Please direct inquiries in confidence to the Search Committee for Dean of Arts, Office of the Vice-President Academic and Research, Saint Mary's University, Halifax, N.S. B3H 3C3 (e-mail: vpacademic@stmarys.ca). Deadline for applications is **June 1, 2001**.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages application from women, aboriginal peoples, visible minorities and persons with disabilities.

CAREERS CARRIÈRES

BROCK UNIVERSITY

POSITION IN OPERATIONS MANAGEMENT

Description: Full-time, tenure-track (probationary), rank dependent upon qualifications. The priority area is Operations Management. Preference will be given to candidates with cross-disciplinary skills and interests that combine this area with one or more others in business/management, such as Business Strategy or IT/IS.

Qualifications and Duties: PhD or equivalent (completed or near completion), preferably with research and teaching experience. Duties include research and teaching courses in production/operations management at the undergraduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Salary: Competitive & commensurate with qualifications. (Subject to budgetary approval)

Effective Date: Appointments normally are effective July 1.

The University: Through Facilities of Applied Health Sciences, Business, Education, Humanities, Mathematics and Science, and Social Sciences, Brock offers education in a wide range of undergraduate programs and selected graduate programs. Brock University has been one of the fastest growing universities in Ontario over the past decade and is now a medium-sized university. There are approximately 12,000 FTE students enrolled in the 2000-01 academic year. Funded research for the same year totalled approximately \$2 million and there were approximately 325 full-time faculty members. Admission standards have increased steadily over the past decade and Brock now has one of the higher admission standards for universities of comparable size. While enrollment has increased steadily over the past few years, Brock continues to emphasize high quality teaching and close personal attention to students. More information on Brock University can be found on the University's website www.brocku.ca.

The Faculty: The Faculty of Business includes the Department of Accounting and Finance, the Department of Management, Marketing and Human Resources and the Management Development Centre. Honours degrees in Accounting and Pass and Honour degrees in Business Administration are offered by the Faculty and joint degrees with the Departments of Economics, Politics, and Computer Sciences Co-op options are offered in both the Bachelor of Accounting and Bachelor of Business Administration Programs. The Faculty also offers a Masters of Accounting degree. The Faculty has 50 full-time faculty and staff members and approximately 1300 FTE students.



To Apply: Position open until filled. For best consideration, please send your CV, a research plan, and the names of 3 referees by **June 1, 2001** to:

Dr. Eli Levonani, Chair,
Department of Management, Marketing and Human Resources
Faculty of Business
Brock University
St. Catharines, Ontario L2S 3A1
Fax: (905) 948-1188
Email: elevenan@spartan.ac.brocku.ca

UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Solid Mechanics and Machine Design at the Assistant or Associate Professor Rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in machine design and solid mechanics is required. Strength in undergraduate design project supervision would be an asset. Applicants must hold a PhD in Mechanical Engineering, have relevant experience, and have potential or proven ability for excellence in teaching, have excellent communication skills, and have the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in May of 2001 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Attie, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Software Engineering Board at the University of Waterloo, Ontario, Canada N2L 3G1 (e-director@uwaterloo.ca) is seeking a five-year, definite-term position as Associate Director at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering of related areas. Industrial experience is desirable. This position is a full-time, definite-term position. Applications will be considered until the position is filled. Software Engineering is a new and distinctive, professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Attie, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

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UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — The Department of Engineering invites applications for a 5-month limited term position in Electrical Engineering at the Lecturer level, beginning August 1, 2001. The position is subject to final budgetary approval. A Masters or PhD degree in Electrical Engineering, or equivalent experience, and previous university teaching experience would be definite assets. Duties include teaching under-

graduate courses and laboratory instruction. Applications, including a curriculum vitae and the names and addresses of three references, including e-mail address and telephone numbers, should be received no later than May 31, 2001. Dr. K. DeRolf, Department of Science, Applied Science & Engineering, P.O. Box 5026, Saint John, New Brunswick E2L 4L5 (fax: (506) 648 5550, E-mail: skd@unb.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

ENGLISH

THE UNIVERSITY OF WINNIPEG — The Centre of Academic Writing invites applications for a 12-month seasonal lecture position, beginning August 1, 2001 and ending July 31, 2002. We seek a candidate with a MA or a PhD in Rhetoric or Composition. We will also consider candidates with a PhD in English or Education with a concentration in rhetoric, discourse analysis, or composition. Experience teaching undergraduate writing courses is a necessity. The successful candidate will teach first-year courses in Academic Writing, which may include Academic Writing in the Humanities, Social Science, or Business. The appointment is subject to budgetary approval. Salary will be commensurate with qualifications and experience in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to Employment Equity, encourages diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Interested candidates should, by May 15, 2001, send a curriculum vitae, including a list of references, to: Dr. Judith Keane, Director, Centre for Academic Writing, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 3E9; phone: (204) 786-9848; fax: (204) 774-1134; email: keane@uwo.winnipeg.ca.

UNIVERSITY OF SASKATCHEWAN — Department of English Applications are invited for a 12-month term position in the Department of English as an Instructor in Renaissance Literature, to commence on 1 July 2001. The PhD and demonstrated strength in teaching are required; published research is desirable. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor P.M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK S7N 0W0, no later than 15 May 2001. Please indicate your intention to apply with a fax to Professor Bidwell at (306) 966-5551 as soon as possible. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN — Department of English Applications are invited for a 12-month term position in the Department of English as an Instructor in modern British drama in the Post-Colonial Studies, to commence on 1 July 2001. The PhD and demonstrated strength in teaching are required; published research is desirable. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor P.M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK S7N 0W0 no later than 15 May 2001. Please indicate your intention to apply with a fax to Professor Bidwell at (306) 966-5551 as soon as possible. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL STUDIES

UNIVERSITY OF VICTORIA — School of Environmental Studies Applications are invited for the position of Director of the School of Environmental Studies in the Faculty of Social Sciences at the University of Victoria. Established as a program in 1974, the School is one of the leading interdisciplinary environmental studies programs in western Canada. It offers major and minor undergraduate degrees emphasizing the interdependence of social and natural systems, along with combination with a science or arts major program. Vigorous new teaching and research programs include environmental restoration, traditional ecological knowledge, and environmental law and policy. The School is known for its outreach to communities. Some 25 graduate students study in the School currently, and there are opportunities to establish new graduate programs. The new director will demonstrate the leadership ability and administrative experience to further build interdisciplinary environmental studies on campus in response to the University of Victoria Strategic Plan. The successful candidate, holding the PhD or equivalent credential, will have a proven record of interdisciplinary teaching, research and scholarship. While the area of specialization is open, restoration ecology, ecological economics, environmental history, and sustainable systems are of special interest. Good organizational skills and ability to communicate and work effectively with all parts of the University, and all sectors of the community at large are needed. The appointment is available from July 1, 2001. Information on the University and the School can be obtained at www.uvic.ca. Applications, including a current curriculum vitae and the names and addresses of three referees should be submitted as soon as possible and no later than April 30, 2001 to: Dr. Paul R. Hargrave, School of Environmental Studies, University of Victoria, P.O. Box 1700, STN CSC, Victoria, BC V8W 2Y2. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment is made.

Faculté de droit Section de droit civil

PROFESSEURE, PROFESSEUR EN DROIT (1 POSTE)

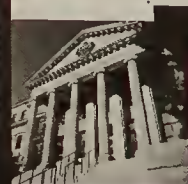
Domaine :	Droit commercial (Droit des compagnies, fiscalité des entreprises, commerce électronique)
Statut :	Poste de professeur menant à la permanence
Rang :	Chargé de cours ou professeur adjoint
Fonctions :	Enseignement et recherche; encadrement des étudiants
Exigences :	Maîtrise en droit, de préférence doctorat
Conditions :	Suivant les dispositions de la convention collective et sujet à l'approbation du Bureau des Gouverneurs de l'Université d'Ottawa, sous réserve des disponibilités de fonds

Entrée en fonction : 1^{er} juillet 2001 ou 1^{er} août 2001

Suivant les politiques gouvernementales, cette offre s'adresse exclusivement aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature.

FAIRE PARVENIR CURRICULUM VITAE ET RELEVÉS DE NOTES,

avant le vendredi 11 mai 2001 à:
Louis Perret, doyen, Section de droit civil, Université d'Ottawa
Pavillon Fauteux, pièce 205, 57, rue Louis-Pasteur, CP 450, Succ. A
Ottawa, Ontario K1N 6N5
Tél.: (613) 562-5902
Fax: (613) 562-5121
Courriel: Imperret@uottawa.ca



www.uottawa.ca

Université d'
University of
Ottawa

CAREER CARRIÈRES

UNIVERSITY OF WATERLOO — The Faculty of Environmental Studies invites applications for a tenure-track position at the Assistant Professor level. Appointment is conditional on the successful applicant being approved as a Tier 2 Canada Research Chair. The Faculty is seeking candidates with a focus on development, biodiversity, and the environment, with a research focus defined. While the Faculty is committed to development that is sustainable, we welcome applications from candidates with expertise in particular aspects of this including initiatives with an urban, rural and resource focus, at a community and global scale and with emphasis on socio-economic and environmental components. The individual may be employed either in development within Canada or within any other country or region, but should also have at least some experience in international activities. This is chiefly a research chair. While the successful candidate will be expected to teach the graduate and undergraduate levels, an appointment will be focused on research. Candidates should hold a PhD and have a well-developed research programme, along with a demonstrated ability to obtain external funding and to manage important research projects. The Faculty will favour candidates whose research interests are compatible with the interests of the Faculty and whose work promises opportunities for fruitful collaborations within and beyond the Faculty. Research and teaching in Environmental Studies at the University of Waterloo uses diverse knowledge and methods from different disciplines to enhance understanding of human relationships within the built and natural environments. Current research initiatives, basic and applied, are undertaken in ecosystems and communities within Canada and internationally. The Faculty of Environmental Studies comprises two professional schools — Architecture and Planning, and two academic departments — Geography and Environment and Resource Studies. In addition, there is a Local Economic Development Masters programme and an Environment and Business programme at the undergraduate level. Candidates must submit a letter of application setting out main areas of research and teaching interest as well as a statement of research goals and favoured approach to teaching and learning. Applicants should include with the letter of application a current curriculum vitae and arrange for three letters of reference to be sent to: Dr. David Chan, Canada Research Chair Selection Committee, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date for submission is 15 July 2001. The appointment may begin as early as May 2002, but a later appointment date can be considered. The appointment is open to Canadian and non-Canadian citizens and the Faculty encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. Additional information about the Faculty may be found at www.uwaterloo.ca/facultyofenvironmentalstudies. For more information, contact hr@uwaterloo.ca.

FINANCE

UNIVERSITY OF WESTERN — The Richard Ivey School of Business (Ivey) seeks normal and exceptional candidates for a full-time position in Value Investing supported by Fairfax Financial Holdings Limited in the Finance area group. The position is available beginning in early July 2001. Candidates from Assistant Professor ranks will be considered. The successful candidate must have a distinguished record of research in investments, and teaching experience in investments or an interest in value investing. Teaching responsibilities will include materials development and teaching in the Value Investing course (a course). Fairfax Financial Holdings Limited is a financial services holding company whose corporate objective is to achieve a high rate of return on capital and a steady long-term shareholder value. Ivey is Canada's premier business school and is recognized worldwide as a top business school, ranked in the top 30 by Financial Times and among the top five non-US business schools by Business Week. The School's major activities include a highly regarded MBA program and a sales and marketing undergraduate program, a well-established doctoral program, as well as an expanding portfolio of programs for executives, including an Executive MBA degree in Canada, China, Hong Kong and the United States. The School supports high quality faculty research. Excellence in teaching, and course development is highly valued. Ivey is a business school. The Finance area group currently has ten full-time faculty members (approximately 70 full-time faculty in total). This position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Associate Dean Jane Howell, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by April 30, 2001. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Phone: (519) 661-3253; Fax: (519) 661-3935; Email: jhowell@uwo.ca.

FINE ARTS

THE UNIVERSITY OF GUELPH — The School of Fine Art and Music invites applications for a probationary faculty appointment in Studio Art at the Assistant Professor level. The position is available beginning in January 1, 2002. The successful candidate will hold an MFA or equivalent degree and be a practicing professional artist with a substantial portfolio of work. The position is open to graduate and graduate teaching, to interdisciplinary approaches, and to participation in the academic life of the university. Knowledge of contemporary and historical art theory and practice and the capacity to debate these issues actively and creatively is also expected. University of Guelph has a long tradition of excellence in teaching and research and an understanding of the educational development of a studio program are also required. Sculpture and related 3D practices are emphasized. The position is located in the Assistant Professor level is expected to contribute to the teaching and practice of 3-dimensional art. Areas of specialization should include metal and woodwork, kinetic and electronic media, installation and site work, as well as casting. The candidate will also be expected to make a significant contribution to the MFA program and Visual Studies

(foundational) program. A capacity to respond to developments in contemporary art is essential. Deadline: September 15, 2001. Candidates should submit a letter of application, current curriculum vitae, twenty (20) slides of own work, and a statement of teaching philosophy. At the same time, candidates should request that three confidential letters of reference be sent to: Dr. Mary Cui, Director, School of Fine Art and Music, 201 Zaver Hall, University of Guelph, Guelph, Ontario, N1G 2W1. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity within its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. Canadian citizens and permanent residents will be considered first for this position.

CONCORDIA UNIVERSITY — The Faculty of Arts is seeking a tenure track appointment in Digital Image/Sound and the Fine Arts, commencing August 1, 2001, at the rank of Assistant or Associate Professor, pending budgetary approval. This position will require teaching and administrative duties in the Digital Image/Sound and the Fine Arts programs. The Major in Digital Image and Sound is jointly offered by the Faculties of Engineering/Computer Science and Fine Arts. The applicant must be able to teach and collaborate with faculty teaching in Fine Arts and in Computer Science. We are seeking a dedicated research scholar who will contribute to the development of a dynamic media arts faculty in the Faculty of Fine Arts. An applicant with experience in graphic design and the ability to forge partnerships with industry is preferred. The successful candidate will teach 12 credits per year and coordinate activities in the Digital Image/Sound programme. The candidate will be actively involved in the creation of a Masters program in digital media and electronic arts. Qualifications include a terminal degree (PhD or MFA), teaching experience in digital media, a distinguished record of professional achievement and active participation in the digital arts community. Bilingualism is considered an asset. The candidate must have experience with multimedia design, CD-ROM and web site development, knowledge of HTML, Javascript and Dreamweaver, Shockwave, Director and Lingua, Flash, and be able to teach and coordinate activities in 3-D animation, audio and video editing and virtual reality (VRML, QTVR) as well as design with JAVA, CGI, computer graphics and at least one programming language is considered an asset. Please include a letter of application, a statement of teaching and research, a CV, documentation of research and teaching experience, and other relevant support material. Address applications to: Chair, Search Committee for Digital Image/Sound, Office of the Dean, VA 250, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve W., Montreal, Quebec, Canada H3G 1M6. The committee will begin review applications on September 23, 2001 and will continue to receive applications until the position is filled. Visit the OFAR web site at <http://digital.concordia.ca>. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadian citizens. Under current Canadian immigration guidelines, the desirability of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

FRENCH

TRENT UNIVERSITY — The Department of Modern Languages and Literatures invites applications for an eight month seasonal appointment at the rank of Assistant Professor or Lecturer, subject to budgetary approval. The appointment will commence on September 1, 2001. Teaching responsibilities include literature and civilization of France and French language and culture. The successful candidate will be able to teach a variety of French courses and will be able to teach French (completed or near completion), native or near-native fluency, and demonstrable teaching experience. Applications should include a current curriculum vitae and the names of three referees. These should be sent to: Dr. Aline Gervais-Rutherford, Chair of French Studies, Department of Modern Languages and Literatures, Trent University, 1275 W. Bank, Peterborough, Ontario, K9L 1Z6. Fax: 705-748-1630; email: agervais@trentu.ca. The closing date is April 18, 2001, or when the position is filled. Trent University is an employment equity employer and especially invites applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GASTROENTEROLOGY

THE UNIVERSITY OF ALBERTA — Division of Gastroenterology, invites applications from outstanding scholars for four professorships at the level of assistant, associate or full professor to commence between July 1, 2001 and July 1, 2002. The Division consists of both full time academic and clinical faculty spread among the four main teaching hospitals in Edmonton. The Division has the full range of endoscopic therapeutic services, excellent clinical facilities, a Royal College approved residency training program and established research programs in Gastroenterology, clinical and community-based research. Research positions (50% to 100% research protected time) are examined for MD and PhD scholars with demonstrated interests in the areas of mucosal immunology and injury and repair, cellular and molecular immunology, and clinical hepatology. Clinical research positions (5% to 50% research protected time) are identified for MD scholars with an interest in health outcomes research, epidemiology and gastroenterology and gastrointestinal motility function. Additional MD scholars will be recruited for research positions in the gastroenterology and endoscopic procedures. These individuals will be expected to have substantial clinical teaching attributes. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over \$170 million yearly, and more than 400 distinct research programs. Edmonton, with its population of about one million, is the cosmopolitan capital of Alberta and is famous for its vibrant nightlife, variety of festivals, outstanding cultural and recreational facilities, the success of its professional sports teams, and its average of 163 hours of day sunshine and the low humidity. The country salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

concordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals may be considered. To apply for any position, forward by July 31, 2001 a letter of application, an up-to-date curriculum vitae, and the names and addresses of three referees to: Dr. Richard N. Fedak, Director, Division of Gastroenterology, 519 Newton Research Building, 11315 87 Avenue, Edmonton, Alberta, Canada T6G 2G2. The review commencing from this competition will be held in accordance with provisions of the Alberta Freedom of Information and Access to Information Act (ATIA). The University of Alberta is an equal opportunity employer. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

GENE CONSERVATION

UNIVERSITY OF BRITISH COLUMBIA — Research Associate, Centre for Forest Gene Conservation. Duties will include conducting and facilitating projects relating to gene conservation in BC developing new projects, collecting samples, extension and some administration. Qualifications include a PhD in forest genetics, population genetics, or conservation biology with an emphasis on genetics; experience in conservation genetics; and experience with either molecular markers or genealogical methods. The initial term will be one year, with opportunity for longer term employment pending funding. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. To apply, send a complete Curriculum Vitae, a list of publications and at least three potential referees by April 1, 2001 to: Dr. S. Ali, Assistant Professor of Forest Sciences, University of British Columbia, 2144 Main Mall, Vancouver, BC. Fax: (604) 422-3102. Email: ariten@interchange.ubc.ca.

GEOGRAPHY

THE UNIVERSITY OF REGINA — The Department of Geography invites applications for a tenure-track position in Remote Sensing and Geographic Information Systems at the Assistant Professor level, beginning July 1, 2001. The successful candidate will be required to teach a combination of introductory as well as advanced courses in his or her area of expertise. Descriptions of the Department programs are available upon request (306 585 4222), or from the University of Regina website: <http://www.uregina.ca/geography>. Candidates should have a PhD in Geography or related field and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and arrange for the forwarding of three letters of reference and transcripts to: Dr. K. Murray Kruttschnitt, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 (fax 306 585 5388). Closing date for applications is April 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

THE UNIVERSITY OF REGINA — The Department of Geography invites applications for a two-year term position in Economic Geography and Regional Economic Development at the Assistant Professor level, beginning July 1, 2001. The successful candidate will be required to teach a combination of introductory as well as advanced courses in his or her area of expertise. Descriptions of the Department programs are available upon request (306 585 4222), or from the University of Regina website: <http://www.uregina.ca/geography>. Candidates should have a PhD in Geography or related field and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and arrange for the forwarding of three letters of reference and transcripts to: Dr. K. Murray Kruttschnitt, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 (fax 306 585 5388). Closing date for applications is April 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

GEOLOGY

SIMON FRASER UNIVERSITY — The Department of Earth Sciences invites applications for a Lectureship in Geology commencing September 1, 2001. This is a teaching (non-research) appointment and the successful candidate will be an excellent teacher in lecture, seminar and field-school modes of instruction. An MSc in Geology is required and a doctorate is desirable. The lecturer will be required to teach a varied subset of first and second-year introductory undergraduate courses including, but not limited to, physical geology, historical geology, paleontology, mineralogy and petrology and possibly one or more senior courses in the candidates' particular area of expertise. For additional information about this position, see <http://www.geology.sfu.ca/earth-science/department.htm>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. The position is subject to budgetary approval. Applicants are requested to submit a curriculum vitae with particular emphasis on teaching experience and performance, and the names and addresses of three referees. Applications or requests for further information should be directed to: Dr. E. Hedin, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Phone: 604-281-6572, Fax: 604-291-4150, Email: hedin@sfu.ca. The closing date for applications is April 30, 2001.

UNIVERSITY OF GUELPH — The Department of Land Resource Science invites applications for a tenure-track faculty position in the new Global Geology Department. The department consists of four main disciplines (atmospheric science, soil science, surficial geology, and resources management), with an emphasis on near-surface processes and the environment. The ideal candidate will have the ability to relate global geology to soil science, hydrology, and the geology of sedimentary rocks and glacial processes is expected. The position involves teaching undergraduate courses in Global Geology, sedimentology, and introductory Geology.



Dalhousie University Canada Research Chair (Tier II) Safety in the Food Supply

Dalhousie University is seeking applications for a Tier II Canada Research Chair in the area of food safety. This tenure-track appointment will reside in the Faculty of Engineering, Department of Food Science and Technology and hold an adjunct position in the Department of Microbiology and Immunology, Faculty of Medicine.

The successful candidate will hold a PhD in Food Science, Microbiology or related discipline with specialization in food safety and food borne pathogens. The incumbent will have a proven track record in research and be oriented to building team strength through collaborative, multi-disciplinary research. Experience with seafood safety and evidence of collaboration with the food industry would be considered assets.

Application letters must be received by April 30, 2001 and should include a curriculum vitae, research vision, contact information for three referees familiar with the applicant's professional abilities, and three sample publications. All material should be submitted in confidence to the:

Chairman of the Search Committee, Dalhousie Food Safety Research Chair
c/o Dr. Tom A. Gill, Head
Department of Food Science and Technology
P.O. Box 1000
Halifax, NS Canada B3J 2X4

Further information on the University, the Department, the position, and the City can be seen at the following web sites: www.dal.ca/~foodsci; www.chairs.gc.ca/english/new/index.cfm; www.dal.ca/~research/chairs.htm; www.dal.ca/campus/halifax/index.html.

Dalhousie is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

INSTRUCTOR POSITIONS

PHYSICS PROGRAM FALL 2001 & WINTER 2002 SEMESTERS

CHEMISTRY PROGRAM FALL 2001 & WINTER 2002 SEMESTERS

UNBC UNIVERSITY OF NORTHERN BRITISH COLUMBIA



McMaster University Assistant/Associate Professor in Materials Modeling

The Department of Materials Science and Engineering at McMaster University is seeking an outstanding individual for a faculty position associated with the new McMaster University Centre for Automotive Materials. This contractually limited appointment will be made at the Assistant or Associate Professor level, depending on the experience of the candidate. Applicants must have a PhD in Materials Engineering or a closely related discipline and have research interests in the modeling of microstructure development and materials behaviour, preferably related to aluminum and its alloys. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programmes and to develop a strong research programme. The position offers the opportunity to interact with the existing members of the automotive materials research group, consisting of six faculty members. The automotive materials centre will have considerable start-up funds to support relevant research. It will also serve to attract additional industrial involvement. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three referees (with addresses). The position will remain open until it is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. McMaster University is an equal opportunity employer.

Please send the application materials to the Chair, Department of Materials Science and Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Our web site is <http://mse.eng.mcmaster.ca>.

CAREERS CARRIÈRES



Memorial
University of Newfoundland

Assistant Professor School of Social Work

Memorial University of Newfoundland School of Social Work invites applications for a tenure track position. Applicants must be eligible for registration in the Newfoundland and Labrador Association of Social Workers.

The position will involve teaching responsibilities at the BSW, MSW and PhD levels. Commencement date for this appointment is negotiable with a preferred start date of August 15, 2001. Appointments are normally made at the rank of assistant professor. Applicants should have an MSW and a doctoral degree in social work or a related discipline and are expected to have substantial post-MSW social work practice experience. Applicants should have experience in teaching and a demonstrated potential for scholarship. The successful candidate will teach from a generalist social perspective in the area of social work practice, policy and research methodology.

Applications will be reviewed upon receipt and this competition will remain open until the position is filled.

The School of Social Work is accredited by the Canadian Association of Schools of Social Work and offers two BSW Programs, an MSW Program and an innovative PhD Program. A diploma program in social work is offered in cooperation with the Labrador Inuit Association. A certificate in Addiction Counselling and courses in continuing education are also offered. Courses are offered on campus, through distance education and decentralized delivery. The School provides a range of research opportunities and has a successful record of research funding.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Applications containing teaching evaluations and three current letters of reference should be submitted to:

Professor Jane Dempster, Acting Director
School of Social Work
Memorial University of Newfoundland
St. John's, Newfoundland, Canada A1C 6S7
Telephone: 709-737-8044
Fax: 709-737-3503
Email: jdempste@mun.ca
Website: <http://www.mun.ca/socwrk/>

Committed to employment equity, Memorial University encourages applications from women, aboriginal peoples, disabled persons and members of visible minorities and in accordance with Canadian Immigration requirements.



McGill

Principal & Vice-Chancellor

McGill University invites nominations and applications for the position of Principal and Vice-Chancellor. The appointment, effective September 1, 2002, is normally for a five-year term and may be renewed. The Principal of McGill University works in both English and French.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications, accompanied by a curriculum vitae if possible, should be submitted by July 1, 2001 to:

Dr. Victoria Lees, Secretary-General
McGill University
845 Sherbrooke Street West
Montreal, QC H3A 2T5

McGill University is committed to equity in employment.



McGill

Principal et vice-chancelier

L'Université McGill sollicite des propositions de candidature et des candidatures au poste de principal et vice-chancelier. Le titulaire, qui entrera en fonction le 1er septembre 2002, est normalement nommé pour un mandat de cinq ans, renouvelable. Le principal est appelé à travailler en anglais et en français.

Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents du Canada.

Les candidatures et propositions de candidature accompagnées d'un curriculum vitae doivent parvenir avant le 1er juillet 2001 à:

Mme Victoria Lees, secrétaire général
Université McGill
845, rue Sherbrooke ouest
Montréal (Québec) H3A 2T5

L'Université McGill s'engage à l'équité en matière d'emploi.

and participation in a graduate course in Environmental Geology. The candidate will be expected to supervise graduate students and initiate and maintain a vigorous, externally funded research program. Research in general and stratigraphy of Pleistocene glacial sediments with emphasis on land resources and the environment will be expected. As well, collaborative research is encouraged with colleagues on other aspects of groundwater geology, soil science, environmental engineering, and plant agriculture. The successful applicant will join an active department that consists of 17 faculty members (3 hired within the past two years), 3 full-time technicians (one devoted to assisting with teaching of geology courses), 35 graduate students and over 100 undergraduate students. Included among department instrumentation are x-ray diffraction, atomic absorption flame and graphite furnace, automated colorimetric systems, inductively coupled plasma-atomic emission spectrophotometers, isotope ratio mass spectrometer (IRMS configured), ion chromatography, thin sectioning equipment (both rock and unconsolidated materials), ground penetrating radar, image analysis hardware and software. For field trips and research, Guelph is located in a classical glacial landscape within two hours drive of excellent exposures of Pleistocene glacial sediments along the north shore of Lakes Ontario and Erie. Opportunities exist for collaboration with a strong geomorphology group in the Department of Geography at Guelph and geology programs in neighboring universities (e.g. Waterloo, McMaster). Curriculum vitae including details of academic program, names of three referees, and a list of publications should be sent to Dr. T.J. Gillespie, Chair, Department of Land Resource Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Applications should be received by May 15, 2001. Canadian citizens and permanent residents will be considered first for this position. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadian, persons with disabilities, members of visible minorities and women.

HEALTH EDUCATION

Dalhousie University - Faculty of Health Professions. Applications are invited for a half-time limited term position in the School of Health and Human Performance, at the rank of Lecturer or Assistant Professor, commencing August 1, 2001. This position will be convertible to a full-time probationary tenure-track position as early as PhD completion (where applicable) or within three years of the initial appointment. The Dalhousie University School of Health and Human Performance is part of the Faculty of Health Professions whose mission is to show leadership in diverse and critical scholarship, education and action to effect social change for health. In addition to the School of Health and Human Performance, the Faculty includes the Schools of Physiotherapy, Occupational Therapy, Nursing, Health Services Administration, Human Communication Disorders, the Maritime School of Social Work, the College of Pharmacy, and the QEL/Dalhousie School of Health Sciences. The School of Health and Human Performance offers programs leading to Bachelor of Science and Master's degrees in Kinesiology, Health Education, and Recreation. Leisure programs. Dalhousie University is located in Halifax, a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theater, festivals, ocean beaches, hiking, and camping. The successful candidate's primary responsibilities will include undergraduate and graduate teaching in the area of health education and health promotion. As active research is expected, protected research time is a component of assigned faculty workload. Opportunities exist for collaboration within the Faculty of Health Professions, as well as many areas including community health and epidemiology, sociology, psychology, and women's studies. Requirements for this position include a completed doctoral degree in a related area, or a doctoral degree nearing completion, as well as evidence of an active or developing research and publication program. Teaching experience would be an asset. Because of the diversity of student population and constituencies in the Maritime region, the School is making special efforts to increase the diversity of its faculty. The Selection Committee will consider Aboriginal and African Canadian applicants with Master's level qualifications or a doctorate in progress who are prepared to teach in the first two years of the early years of the appointment. This position is subject to budgetary approval. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, evidence of effective teaching, and letters from three referees to: Dr. Iain Livingston, Director, School of Health and Human Performance, Dalhousie University, 6230 South Street, Halifax, NS B3H 3J5, fax (902) 494-5120, e-mail: Iain.Livingston@dal.ca. Application review will begin on April 1, 2001 and will continue until the position is filled. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified aboriginal peoples, persons with a disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HUMANITIES

THE UNIVERSITY OF KING'S COLLEGE - invites applications for the position of Teaching Fellow in the Foundation Year Program (one-year sessional contract beginning 1 July, 2001 with possibility of two renewals). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present, approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrolment. Salary approximately \$23,937 to \$29,699 (2000 - 2001). Applications, including a curriculum vitae and three letters of reference, should be sent to Dr. Stephen Boos, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1.

Closing date for applications: 23 April 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO - The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in information systems, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at <http://www.msc.uwaterloo.ca/faculty.html> and about the Department at <http://www.msc.uwaterloo.ca>. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three referees to Professor I. David Feller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfeller@mgmt.uwaterloo.ca; fax: 519-746-7252).

INTERIOR DESIGN

UNIVERSITY OF MANITOBA - The Department of Interior Design invites applications for a full-time tenure-track position at the rank of Assistant Professor. To take effect January 2002, subject to budgetary approval. Teaching responsibilities will include interior design studio and course delivery in theory, or interior systems at the graduate level. Other responsibilities will include scholarly research and publication, advising graduate students and service to the university and the profession. The candidate must possess a professional qualification in Interior Design or Interior Architecture and qualify for registration in Canada. Also required is a graduate degree in Interior Design/Architecture or a related field. Candidates whose graduate dissertation will be completed by January 2002 will be considered. Teaching experience and professional achievement in Interior Design are desirable. Salary will be commensurate with qualifications and experience. The Faculty of Architecture comprises four graduate departments offering professional degrees: Architecture, City Planning, Interior Design and Landscape Architecture, and an interdisciplinary undergraduate degree in Environmental Design. The successful candidate will have responsibilities to the Masters in Interior Design and opportunities to teach collaboratively in the undergraduate Environmental Design program. The Interior Design department is the first in Canada to develop a professional Master's degree. This innovative department has maintained full accreditation by FIDER since 1974 and has recently undergone significant program restructuring. The department is now well positioned to build on its record of excellence. Further details can be obtained from the faculty web site: www.umanitoba.ca/faculty/interior.html. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities, in accordance with immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applicants should submit a brief covering letter, full Curriculum Vitae and selected examples of professional work, research and creative activities, together with the names of three (3) referees. To ensure fullest consideration applications should be received by August 15th. Applications should be sent to Professor Lynn Chalmers, Chair of the Department of Interior Design Search Committee, Faculty of Architecture, Architecture I Building, University of Manitoba, R3T 2N2, Canada. Telephone (204) 474-4435, Facsimile (204) 474-7533, e-mail: chalmers@cc.umanitoba.ca.

Assistant or Associate Professor of Financial Economics

Athabasca University, Canada's Open University™, invites applications for a tenure track appointment in the undergraduate School of Business.

Candidates for this position should have a PhD (or be near completion) in economics or finance. A background in money and banking, or financial services is preferred. A strong general economics background is required.

Experience in distance, adult, or on-line education, or other forms of innovative teaching will be beneficial. All candidates will be expected to provide evidence of their teaching commitment and competence, and a record of their research and scholarly activities.

The successful candidate will be part of a highly motivated team advancing the technological boundaries in business education, and delivering economic courses and business degree programs globally via the World Wide Web. The initial rank and salary will be commensurate with qualifications and experience.

Further information about this position may be obtained from Mavis Jacobs, Director, School of Business: (780) 675-6483; Fax, (780) 675-6338; or email mavisj@athabascau.ca.

Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton. It specializes in distance education and delivers courses to approximately 25,000 students per year.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees to the Co-ordinator, Employment Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; fax to (780) 675-6135; or by email to resume@athabascau.ca.

This position will remain open until suitable candidates have been found; however, the selection committee will start reviewing applications in April 2001.

Athabasca University
Canada's Open University™

The University of Prince Edward Island is seeking a Research Leader In Rich-Media Learning

UPEI is developing and expanding its expertise in rich-media learning. We seek a dynamic leader experienced in analyzing the impact of technologies on learning and also in developing and applying new technologies to enhance learning.

The successful applicant will:

- stimulate and develop broader campus and community participation in rich-media learning research;
- develop opportunities for the university to partner with other organizations in rich-media research and projects;
- establish and lead a collaborative research program in applications of technology to learning.

Qualifications include a PhD (in any of a wide range of disciplines including, but not restricted to, Education, Psychology, Computer Science, English, Media Arts, Music), research track record or clear promise relevant to rich-media learning, expertise in proposal writing and prospecting, and proven ability to work with others.

Term: Two-year contract with possibility of renewal, beginning 1 July, 2001, or as soon as feasible.

Application review will begin 15 April, 2001, and continue until the position is filled.

Salary: Commensurate with qualifications and experience.

Applications, and three letters of reference, may be forwarded to: Office of the President, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3

For more information, write to president@upe.ca

To learn more about the University of Prince Edward Island, visit www.upei.ca



The University of Prince Edward Island

In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to gender equity in employment.



www.upei.ca
a GREAT small university!

CAREERS CARRIÈRES

KINESIOLOGY

THE UNIVERSITY OF WINDSOR — invites applications for a two-year limited-term faculty position in the Faculty of Human Kinetics in the area of Kinesiology at the rank of lecturer or assistant professor commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. R. Bouche, Head, Department of Kinesiology, University of Windsor, Windsor, ON, N9B 3P4, Tel.: 519-253-3000, ext. 2430, Fax: 519-973-7056, Email: bouche40@uwindsor.ca

LAW

CARLETON UNIVERSITY — The Department of Law, Subject to budgetary approval, Carleton University Department of Law, Faculty of Public Affairs and Management, invites applications for a full-time, one-year, term position at the rank of Assistant Professor, commencing July 1, 2001. Candidates should hold a post-graduate degree in law, legal studies or a related discipline, preferably at the doctoral level. Applicants are encouraged to submit a letter of interest and teaching interests in any area of law. The Department has a long history of research and teaching in the areas of criminal law and justice, international law, and public law. The Department is a participating unit in new undergraduate programs in Public Affairs and Management, Human Rights, and Criminology and Criminal Justice. The unit is committed to research in legal studies, and a demonstrable interest in teaching and scholarship from an interdisciplinary and policy perspective is a distinct advantage. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications are requested, by April 30th, 2001, to forward a letter of application, their curriculum vitae, a summary of teaching experience, and should arrange to have three referees forward supporting letters to: Professor Michael MacNeil, Chair, Department of Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6, email: mcmac@carleton.ca

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF WATERLOO — The Department of Management Sciences — The Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant Associate Professor level in Management of Technology, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, of economics of technological change. Applicants should have more about faculty interests at <http://www.manis.uwaterloo.ca/faculty.html>, and about the Department at <http://www.manis.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The successful candidate will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three referees to: Professor J. David Chai, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dchai@engmail.uwaterloo.ca, fax: 519-746-7222).

MATHEMATICS

UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at <http://www.chairs.gc.ca>. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: <http://www.math.uwaterloo.ca/faculty/index.html>. Exceptional candidates in any area in which the faculty conducts research will be considered. Applicants should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as referees. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

UNIVERSITY OF WATERLOO — Applications are being accepted for one position at the rank of lecturer (4-year appointment), beginning on or after September 1, 2001. Applicants should have a Master's degree in the mathematical or computer sciences. Interest in and experience with mathematics and/or computer science contests at the secondary school level is essential. Experience teaching mathematics or computer science at the secondary school level or university level would be an asset. Duties will include undergraduate teaching and, through an affiliation with the Faculty Centre for Education in Mathematics and Computing, participation in activities of the Canadian Mathematics Competition and the Canadian Computing Competition. These duties will include participation in the Faculty's secondary school liaison program and academic advising. Salary range is commensurate with qualifications and experience. The closing date for applications is April 30, 2001. These appointments are subject to the availability of funds. Send curriculum vitae and arrange for three letters of reference to be sent directly to: R.G. Scott, Associate Dean, Faculty of Mathematics and Director of the Canadian Mathematics Competition, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS & COMPUTER SCIENCE

THE ROYAL MILITARY COLLEGE OF CANADA In Kingston — The Mathematics and Computer Science Department invites applications for a tenure track position at the assistant professor level. The required qualifications are a PhD in Computer Science, an acceptable record of publications in the candidate's area of specialization, and acceptable teaching experience. Preference may be given to candidates having expertise in aspects of artificial intelligence, neural networks, command and control and/or simulation and modelling. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. The successful candidate will be expected to teach at the undergraduate and graduate level, participate in curriculum and program development and supervise undergraduate projects. The candidate will also participate in the supervision of graduate students and will be expected to undertake an active research program in a field compatible with current departmental interests. RMC is a member of the High Performance Computing Virtual Laboratory, and the facilities of this laboratory are available in addition to those located within the department and the College. This is a bilingual position with a linguistic profile of PRRPP (English and French). The duties associated with it require an ability to function in both official languages. The successful candidate will be expected to teach in English. An eligibility list may be established and candidates who participate in this competition may be assessed to fill similar positions with various linguistic profiles and requirements. This position will be filled at a salary level commensurate with qualifications and experience. The salary is under negotiation but the range for the assistant professor rank during the period ending 30 June 2000 was \$31,275 - \$33,785. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a summary of research interests, sample publications and three letters of recommendation to: Dr. R. Benesh, Head, Department of Mathematics and Computer Science, Royal Military College of Canada, P.O. Box 17000, Station Forces, Kingston, ON K7K 1B4, Phone: (613) 543-6000, ext. 6455, Fax: (613) 543-6584, E-mail: benesh@rmc.ca. The expected starting date for the position is 3 July 2001. The closing date for applications is 30 April 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are required to indicate their citizenship with their application. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicci> for further information. The Royal Military College of Canada is a bilingual and bilingual institution, and this position is offered equally to women and men.

BRANDON UNIVERSITY — Department of Mathematics and Computer Science. Applications are invited for a tenure track appointment in the Department of Mathematics and Computer Science subject to funding. Applicants should have a PhD or be an ASD in Computer Science. The successful candidate will be expected to maintain a research program in Computer Science and be responsible for teaching introductory as well as theoretical and/or applied courses at the senior level. Start date August 1, 2001 or upon availability of successful candidate. Application deadline May 31, 2001 or until the position is filled. Rank and salary are commensurate with qualifications and experience. Please forward letter of application, curriculum vitae, current preprints, reports, transcripts and names of three referees to: Dr. James S. Wright, Dean, Faculty of Science, Brandon University, Brandon, MB, R7A 6A3, Fax: (204) 728-7346.

MATHEMATICS & STATISTICS
UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics invites applications for a full-time tenure track position to start September 1, 2001 or thereafter, at the rank of Assistant Professor in the area of Statistics. Current faculty interests in statistics include generalized linear and nonlinear models, biostatistics, survival analysis, spherical regression and genetic statistics. Minimum qualifications are a PhD in statistics and evidence of strong research and teaching potential at all levels. Salary will be commensurate with qualifications and experience. Candidates should submit, by 30 April, 2001, a curriculum vitae to: G.S. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax: (519) 837-0221. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

MATHEMATIQUES ET INFORMATIQUE
LE COLLÈGE MILITAIRE ROYAL DU CANADA à Kingston — Le département de mathématiques et informatique cherche à combler un poste permanent. Ce poste sera au rang de professeur (adjoint). Les qualifications requises sont un doctorat en informatique (Ph.D.), un dossier acceptable de publications dans le domaine de spécialisation du candidat(e) et une expérience acceptable en enseignement. La préférence pourrait être accordée aux candidats ayant une expertise en intelligence artificielle, réseaux de neurones, commandement et contrôle éducatif et modélisation. L'étude des dossiers de candidats(e) exceptionnels qui sont sur le point de compléter leur thèse de doctorat pourra aussi être considérée. Le candidat(e) choisi(e) devra enseigner au niveau du premier, deuxième et troisième cycles, participer au développement du curriculum et programmes et devra superviser des projets d'étudiants de premier cycle. Le candidat(e) choisi(e) devra également s'impliquer dans la supervision d'étudiants du deuxième et troisième cycles et devra développer un programme de recherche original dans un des domaines d'intérêt du département. Le CMRC est membre du High Performance Computing Virtual Laboratory (laboratoire virtuel de haute performance), les ressources de ce laboratoire sont disponibles au département et au collège. Ce poste est bilingue et le candidat(e) choisi(e) devra enseigner en français et en anglais. Les fonctions requises à ce poste, exigent une capacité dans les deux langues officielles. Cependant, des listes d'admissibilité pourront être dressées pour dates



Memorial University of Newfoundland

Assistant Professors Faculty of Education

The Faculty of Education, Memorial University of Newfoundland, invites applications for three positions in the areas of Educational Psychology (with a specialization in Counselling — tenure track), Mathematics Education (tenure track) and Science Education (two-year term appointment) commencing September 1, 2001.

Appointments are normally made at the Assistant Professor rank. Applicants should possess a doctoral degree and preference will be given to those with a broad academic and experiential background. Duties will include undergraduate and graduate teaching with research in the designated areas.

All positions carry a requirement to teach and to maintain an active program of research and development.

Applications including curriculum vitae and the names of at least three referees (two academic) should be submitted by May 15, 2001, to:

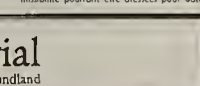
Dr. Barbara Burnaby, Dean
Faculty of Education
Memorial University of Newfoundland
St. John's, NF A1B 3X8

Memorial University is one of the country's finest post-secondary teaching and research institutions and the largest university in Atlantic Canada. Committed to academic excellence, Memorial plays an integral role in the educational, business and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 students, Memorial has established a learning environment of international distinction.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity.

MATHEMATIQUES ET INFORMATIQUE

LE COLLÈGE MILITAIRE ROYAL DU CANADA à Kingston — Le département de mathématiques et informatique cherche à combler un poste permanent. Ce poste sera au rang de professeur (adjoint). Les qualifications requises sont un doctorat en informatique (Ph.D.), un dossier acceptable de publications dans le domaine de spécialisation du candidat(e) et une expérience acceptable en enseignement. La préférence pourrait être accordée aux candidats ayant une expertise en intelligence artificielle, réseaux de neurones, commandement et contrôle éducatif et modélisation. L'étude des dossiers de candidats(e) exceptionnels qui sont sur le point de compléter leur thèse de doctorat pourra aussi être considérée. Le candidat(e) choisi(e) devra enseigner au niveau du premier, deuxième et troisième cycles, participer au développement du curriculum et programmes et devra superviser des projets d'étudiants de premier cycle. Le candidat(e) choisi(e) devra également s'impliquer dans la supervision d'étudiants du deuxième et troisième cycles et devra développer un programme de recherche original dans un des domaines d'intérêt du département. Le CMRC est membre du High Performance Computing Virtual Laboratory (laboratoire virtuel de haute performance), les ressources de ce laboratoire sont disponibles au département et au collège. Ce poste est bilingue et le candidat(e) choisi(e) devra enseigner en français et en anglais. Les fonctions requises à ce poste, exigent une capacité dans les deux langues officielles. Cependant, des listes d'admissibilité pourront être dressées pour dates



Malaspina University-College

Psychology Instructor in Neurosciences

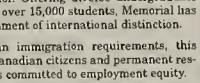
Comp. 01-4006 closes 1 pm, May 18/01

Mathematics Instructor

Comp. 01-4009 closes 1pm, April 27/01

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.bc.ca or call our 24-hour Job Line (250) 741-2562.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



Nanaimo Campus

900 Fifth Street
Nanaimo, BC V9R 5S5

Assistant Professor, Counselling Psychology/ Applied Psychology

Athabasca University, Canada's Open University™, invites applications, for the position of Assistant Professor in Counselling Psychology or Applied Psychology in its Centre for Graduate Education in Applied Psychology. Athabasca University, Canada's leading distance and on-line university, the University of Calgary, and the University of Lethbridge have recently received both federal and provincial funding to establish the Collaborative Alberta Graduate Program in Counselling, the first Canadian distance learning alternative for students seeking to train as Professional Counsellors or Counselling Psychologists. The successful applicant will join an inter-university faculty team and will have the opportunity to be involved at ground level in the implementation of this new initiative.

Candidates for this position should have a doctorate in Counselling Psychology or Applied Psychology and must be eligible for chartering as a psychologist in the Province of Alberta. Candidates will be expected to have versatile teaching capability, both theoretical and applied, in one or more of the following areas: counselling or applied psychology, school counselling, career counselling, gender issues, diversity/multicultural counselling, or counselor education. Experience in distance education, particularly in the application of innovative learning technologies, is a definite asset. The successful candidate will be required to function as part of a collaborative, inter-university, and inter-disciplinary team. Candidates are expected to have strong research and publication record and to show promise of maintaining an active research program. Community-based, applied research skills and experience are an asset.

The successful candidate will be expected to participate in the design and delivery of graduate programming, to contribute to the discipline through on-going research, to supervise graduate students, and to engage in service activities at the centre and university levels. If you are an innovative thinker and are committed to enhancing the flexibility, accessibility, and responsiveness of graduate programming in Counselling and Applied Psychology, this position will offer both challenges and rewards.

The position will be located in Calgary, Alberta. This appointment will be for a three-year term starting July 1, 2001 at the Assistant Professor level. (Subject to program enrolments in this new program, this position will become tenure track).

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

For further information, contact Dr. Sandra Collins, Director, Centre for Graduate Education in Applied Psychology at (888) 611-7121 or e-mail sandracc@athabasca.ca. Applications should include a letter of application, a current curriculum vitae, a sample of recent scholarly work, and the names of and contact information for three referees. Submit applications to the Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3; resume@athabasca.ca; or by fax, (780) 675-6135. The closing date for applications for this position is April 30, 2001.

Athabasca University
Canada's Open University™

Malaspina University-College

Located on scenic Vancouver Island—with a main campus in Nanaimo and three regional campuses—Malaspina offers a comprehensive range of Academic, Applied, Career/Technology and Upgrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs. We are now accepting applications.

Psychology Instructor in Neurosciences

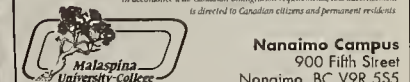
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Mathematics Instructor

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900 Fifth Street
Nanaimo, BC V9R 5S5

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Candidates for this position should have a doctorate in Counselling Psychology or Applied Psychology and must be eligible for chartering as a psychologist in the Province of Alberta. Candidates will be expected to have versatile teaching capability, both theoretical and applied, in one or more of the following areas: counselling or applied psychology, school counselling, career counselling, gender issues, diversity/multicultural counselling, or counselor education. Experience in distance education, particularly in the application of innovative learning technologies, is a definite asset. The successful candidate will be required to function as part of a collaborative, inter-university, and inter-disciplinary team. Candidates are expected to have strong research and publication record and to show promise of maintaining an active research program. Community-based, applied research skills and experience are an asset.

The successful candidate will be expected to participate in the design and delivery of graduate programming, to contribute to the discipline through on-going research, to supervise graduate students, and to engage in service activities at the centre and university levels. If you are an innovative thinker and are committed to enhancing the flexibility, accessibility, and responsiveness of graduate programming in Counselling and Applied Psychology, this position will offer both challenges and rewards.

The position will be located in Calgary, Alberta. This appointment will be for a three-year term starting July 1, 2001 at the Assistant Professor level. (Subject to program enrolments in this new program, this position will become tenure track).

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Athabasca University
Canada's Open University™

HELPING THE WORLD WRITE NOW



Information: 1-800-661-CODE

UNB Saint John

NSERC University Faculty Award in Biology-Psychology

University of New Brunswick Saint John

The Departments of Biology and Psychology at the University of New Brunswick Saint John (UNBSJ) are seeking one woman candidate to nominate jointly for a position in Biology-Psychology for an NSERC University Faculty Award in the Fall 2001 competition. A successful award recipient will be appointed as an Assistant Professor commencing July 1, 2002 and will receive a reduced teaching load during the course of the award. The position is subject to final budgetary approval.

The University Faculty Award was created by NSERC to encourage Canadian universities to appoint promising women researchers to tenure-track positions in Science and Engineering. The candidate is expected to make a strong contribution to the Biology-Psychology undergraduate program and participate in undergraduate and graduate programs offered by both disciplines.

Applicants must have either a doctorate degree or have completed all the requirements for the doctorate by July 1, 2002. Applicants should send a cv, a statement of teaching and research interests, and the names and addresses of three referees (including e-mail addresses and telephone numbers) to:

Dr. Keith De'Bell
Dean of Science, Applied Science and Engineering
University of New Brunswick
P.O. Box 5050
Saint John, New Brunswick, E2L 4L5
Fax: (506) 648-5650 E-mail: sci-eng@unbsj.ca

Applications should be received before May 31, 2001.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

CAREERS CARRIÈRES

des postes semblables, dont le profil et les exigences linguistiques sont variés. L'échelle salariale est en négociation, mais élargie de \$38,975 à \$59,785 en 1999/2000. Le salaire accordé dépend de l'expérience et des qualifications du (de la) candidat(e). La personne nommée aura une période de stage de trois ans. Un curriculum vitae, accompagné d'un sommaire des intérêts de recherche, quelques exemples de publications et trois lettres de recommandation, doit être envoyé à M.R. Benich, Directeur, Département de mathématiques et informatique, Collège militaire royal du Canada, CP 17000, Succursale Force, Kingston, ON K7K 7B4, Tel: (613) 541-6200, poste 4550. Fax: (613) 541-6584. Courriel: benich@cmr.ca. La date prévue d'entrevue en fonction est le 9 juillet 2001. La date limite d'acceptation des candidatures est fixée au 20 avril 2001. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les candidatures doivent indiquer leurs citoyens-

nettes. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements et se voir, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cimc.ca/cic/>. Le Collège militaire royal du Canada est une institution militaire bilingue, ce poste est ouvert également aux femmes et aux hommes.

MEDICINE

UNIVERSITY OF MANITOBA - The Department of Pediatrics and Child Health, Faculty of Medicine, University of Manitoba, and the Child Health Program of the Winnipeg Regional Health Authority, are seeking applications for a contingent geographic full-time position at the rank of assistant or associate professor. The University has two affiliated tertiary care neonatal units, the Health Sciences Centre and

the St. Boniface General Hospital each of which has 4000 deliveries annually. At Health Sciences Centre the Neonatal Intensive Care Unit has 18 beds, and the Intermediate Care Nursery has 27 beds. At St. Boniface General Hospital there are 18 Neonatal Intensive Care Unit beds and 20 Intermediate Care Nursery beds. The Neonatal Perinatal Medicine Program is fully accredited by the Royal College of Physicians and Surgeons of Canada. The incumbent, in addition to providing expertise in clinical care and teaching must be strongly committed to pursuing either clinical or basic research. Applications must possess senior specialty qualifications in neonatology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neonatology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to all citizens and permanent residents. Application accompanied by a CV, a list of publications and the names and addresses of three referees should be sent to: Michael Moffatt, M.D., FRCPC, Professor and Head, Department of Pediatrics and Child Health, C208, Children's Hospital, 840 Sherbrook Street, Winnipeg, R3A 1S1, Phone: (204) 787-2441, Fax: (204) 787-4807, Email: Mmoffatt@hsc.mb.ca. While a closing date has not been established, early application is encouraged. Applications will be accepted until the position is filled. In addition, general information can be found at the Health Sciences Centre Website at www.hsc.mb.ca or the University of Manitoba Website at www.umanitoba.ca.

UNIVERSITY OF ALBERTA - The Department of Family Medicine invites applications for one full-time academic family physician position for the Metrolink Family Medicine Centre. The successful applicant will be appointed at the rank of Assistant Professor with a salary range of \$45,374 to \$64,238 per annum, with clinical earnings as per university ceiling. This position is available commencing July 1, 2001. The successful applicant must possess Certification with the College of Family Physicians of Canada and be eligible for licensure with the College of Physicians and Surgeons of Alberta. The successful applicant must be prepared to conduct a broad spectrum of family practice, as well as fulfill academic duties. The successful applicant must have experience in teaching at the undergraduate and postgraduate levels. Experience and interest in research appropriate to family medicine is an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to all Canadian citizens and permanent residents. Suitable Canadian citizens and permanent residents cannot be considered. Applications to be submitted in confidence by May 18, 2001, to: Dr. G. Spooner, Professor and Chair, Department of Family Medicine, 12 - 103 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3. Telephone: (780) 492-6811, Fax: (780) 492-5919. The successful candidate will be employed by the Alberta Freedom of Information and Protection of Privacy Act. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF SASKATCHEWAN - The Department of Medicine, College of Medicine invites applications for academic full-time position in the following specialties: Cardiology, Critical Care, Endocrinology, Infectious Diseases, Neurology, General Medicine, Gastroenterology, Hematology, Nephrology, Clinical Pharmacology, Rheumatology, Dermatology, Respiratory Medicine, Geriatric Medicine. These positions are primarily based at Royal University Hospital (one of the facilities of Saskatchewan District Health). Responsibilities include teaching, research and patient care. Canadian Citizenship or eligibility for examination in Occupational Medicine and Subspecialties required. Eligibility for licensure in the Province of Saskatchewan is required. These positions have been created for advertising at the two-level level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The University is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Forward curriculum vitae, and names of three referees to: Dr. R. Dyck, Head, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Canada, S7N 0W8.

MUSIC

BISHOP'S UNIVERSITY - The Department of Music is seeking applicants for a 10-month personal appointment for the 2002-2003 academic year. The successful candidate will be asked to teach undergraduate courses in Music Literature (areas to be determined), 20th-century Mu-

sic History, Music Theory Skills. Qualifications: Doctorate preferred, teaching experience in higher education, commitment to using and working within a collegial liberal arts environment. Rank commensurate with qualifications and experience. The position will be a term appointment with possible extension depending on performance and available funding. Date Fall 2001. Applications will be accepted until June 1st. Letters of application, accompanied by a curriculum vitae and three letters of reference should be submitted to: Dr. Andrew MacDonald, Department of Music, Bishop's University, Lennoxville, Quebec, J1M 1Z7. Inquiries email: amacdonald@bishops.ca. Bishop's University is committed to employment equity in accordance with Canadian Immigration requirements, this advertisement is first directed to Canadian citizens and permanent residents of Canada.

NUTRITION

THE UNIVERSITY OF GUELPH - The Department of Family Relations and Applied Nutrition invites applications for a two-year contractually limited (non-tenure track) position at the Assistant or Associate Professor level to begin July 1, 2001. There is the potential for the contract to be renewed for a third year. Candidates should hold a PhD in clinical nutrition and have expertise in nutritional assessment methods. Preference will be given to candidates who are Registered Dietitians, or are eligible for membership in the College of Dietitians of Ontario, and who have some practical experience. Responsibilities include teaching courses in clinical nutrition and dietetics at the undergraduate and graduate levels, graduate student supervision, and establishing a research program. The Department of Family Relations and Applied Nutrition is a research-intensive department with programs in Applied Human Nutrition, Child and Youth, Gerontology, and Couple and Family Therapy. The Applied Human Nutrition program is accredited by the Dietitians of Canada and has strong undergraduate, MSc and PhD programs. More information about the Department can be found at <http://www.uoguelph.ca/famrel/>. Please send applications, with curriculum vitae and the names of three referees by April 30, 2001 to: Dr. Joseph Tindale, Chair, Department of Family Relations and Applied Nutrition, College of Social and Applied Human Sciences, University of Guelph, Guelph, ON Canada N1G 2W1. Fax: (519) 765-0951; email: jtindale@uoguelph.ca. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

OCCUPATIONAL MEDICINE

UNIVERSITY OF ALBERTA - The Department of Public Health Sciences, Faculty of Medicine and Dentistry, is offering a full-time tenure track position in Occupational Medicine. The position may be at the Assistant or Associate Professor level, rank and salary to be commensurate with experience. Applicants must be medically qualified with specialist training in occupational medicine (FRCC or equivalent) and must hold, or be able to obtain, licensure from the College of Physicians and Surgeons of Alberta. The applicant appointment will assume primary responsibility for teaching in the occupational medicine residency training program consistent with the requirements of the Royal College of Physicians and Surgeons of Canada. This role will include clinical teaching in the University Hospital Occupational Medicine Clinic, course work and thesis supervision (PhD MSc in Occupational Medicine) and membership within the academic half-day program throughout the five years of residency. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Cur-

riculum vitae citing these references are to be sent by May 15th, 2001 to: Dr. N.M. Chery, Chair, Occupational Medicine, Department of Public Health Sciences Building, Edmonton, Alberta, T6G 2G3, CANADA. Email: nchery@ualberta.ca. The University of Alberta is a leading research-intensive institution centered in Edmonton, Alberta, Canada. To complete a challenging and fulfilling professional career, Edmonton and Alberta present diverse cultural, recreational and social offerings in an attractive economic background. The records arising from this competition will be shared in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

OPERATIONS RESEARCH

UNIVERSITY OF WATERLOO - The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at any rank in Applied Operations Research, commencing on or after September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in an area of applied operations research, such as production management, supply chain management, public policy analysis, or any other area of applied operations research. An ability to conduct interdisciplinary research in other areas of the department (information systems or management of technology) would be viewed positively. Applicants can learn more about faculty interests at <http://www.uwaterloo.ca/management/> and send applications to: hr@uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three referees to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: fuller@uwaterloo.ca, fax: 519-746-7252. Applications will be accepted until the position is filled.

PATHOBIOLOGY

UNIVERSITY OF GUELPH - The Department of Pathobiology, Ontario Veterinary College, invites applications for a tenure track faculty position, at the Assistant or Associate Professor level, with particular responsibility for fish medicine and pathology. The successful candidate will have a degree in veterinary medicine and PhD, DVM, or equivalent advanced education or experience in relevant disciplines. A major responsibility will be development of an externally funded research program, appropriate for graduate and postgraduate education, and relevant to the Canadian aquaculture industry and Canadian fisheries. Interact and collaborate with faculty in Pathobiology and others at Guelph who have interests and expertise in fish that would be encouraged. Duties encompass teaching topics relevant to fish health in undergraduate and graduate programs, including instruction of experiential learning by participation in fish diagnostic activities. It is expected that this will be an active member of the Department of Pathobiology, University, and scientific communities. Certification or eligibility for certification by the American College of Veterinary Pathologists and membership on a board will be viewed positively. Candidates should be eligible for licensure to practice veterinary medicine in Ontario. The Department has recognized strengths in mammalian and comparative pathology, laboratory infectious disease, and immunology. Faculty have established research programs in a variety of areas funded through

On the edge and leading the way.



The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

HEAD, DEPARTMENT OF COMPUTER SCIENCE

Applications are invited for Head of the Department of Computer Science. The appointment as Head is for a five-year period commencing January 1 to July 1, 2002. The successful candidate will have the academic excellence, leadership skills and vision necessary to further enhance the Department's current strengths by taking advantage of the opportunities presented by the large expansion of both the undergraduate and graduate programs.

The Department of Computer Science is in a unique position with exceptional internal and external opportunities for growth and innovation. Over the next three years, the existing faculty of 30 will grow to over 50 with increased budgets and space in a new Information and Communications Technologies (ICT) building opening August 2001. Excellent computing facilities include the MACI project (<http://www.maci.ca/>) and one of Canada's leading high-speed research networks, NetSprint (<http://www.netsprint.ca/>). More information about the Department is available through the Web site <http://www.cpsc.ucalgary.ca/>.

In addition to the availability of federal funds, the Province of Alberta has recently established a \$1 billion endowment for research through the **Alberta Heritage Foundation for Science and Engineering Research**. \$10 million will be allocated annually to fund research teams in ICT areas specifically through the Alberta Informatics Circle of Research Excellence (<http://www.icore.ca/>), \$100 million to the Alberta Innovation Fund, and to numerous supportive industry partners headquartered in Alberta. The investment in research infrastructure is equally vibrant. Alberta has the most favourable taxation environment in Canada.

The successful candidate will be appointed to a tenure position at the rank of Full Professor within the Department. Letters of application, accompanied by a curriculum vitae which features research and teaching records, industrial collaborations and administrative experience, and the names of three referees should be sent by **May 31, 2001**, to: **Dr. Michael Gorman**, Dean, Faculty of Science, University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4 or by e-mail to mboon@uocalgary.ca.

Applications are encouraged from international candidates as well as Canadian citizens and permanent residents of Canada.

DIRECTOR, LEARNING COMMONS

The Vice-President (Academic) and Provost invites applications for the position of Director of the Learning Commons.

The Learning Commons is intended to be the institutional hub and physical focus of Teaching and Learning on campus and will actively work with the Information Commons, Faculties and Departments of the University of Calgary. The Director will belong to Deans' Council, the Steering Committee for Strategic Transformation, and the Academic Program Committee, as a member of the university's senior administration.

The Role of the Director of the Learning Commons

- To position the University of Calgary as a leading university in the provision of support for academic staff in the following domains: a) professional development; b) the design of engaging teaching and learning environments; c) ongoing curricular redesign and innovation; d) the use of technologies to aid effective teaching, learning, and research; and service.
- To consult widely with his or her advisory committee on how the professional needs and ambitions of academic staff can best be supported by the Learning Commons.
- To carry out ongoing implementation of curriculum redesign and ongoing stimulation of curricular innovation at the University of Calgary, including Learning Commons Fellowships.
- To make provisions for orientations, induction, and professional growth and the development programs for all academic staff and graduate students.
- To co-ordinate academic programs in the use of educational technology to aid effective teaching, learning, research and service.
- To promote and administer programs for the recognition of teaching effectiveness (I3-M Award nominations, nominations for President's Circle teaching awards, etc.).
- To facilitate the scholarship of teaching throughout campus.

Qualifications

- The candidate for Director may be either internal or external to the University of Calgary and will be appointed for a 5-year term, which is renewable after a review.
- The Director will also be expected to qualify for an appointment as an Associate or Full Professor in the appropriate Faculty.
- The successful candidate will have demonstrated teaching excellence, educational leadership and research in scholarly teaching, understanding of general university governance preferably with prior administrative experience and excellent communication skills.
- The Director will report to the Vice-President (Academic).
- The date of the appointment will be July 1, 2001.

Applications including a curriculum vitae should be sent by **May 7, 2001** to **Dr. Ronald Bond**, Vice-President (Academic) and Provost, University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4. E-mail: mstephe@uocalgary.ca Fax: (403) 289-6800

DEVELOPMENTAL OR CELL BIOLOGIST

The Department of Biological Sciences invites applications for a tenure-track faculty position at the assistant professor level effective September 1, 2001. Applicants should have a strong background in developmental or cellular biology (PhD, some post-doctoral experience and a record of quality research). Individuals using genetic or molecular approaches to analyze an important problem in developmental or cellular biology are particularly encouraged to apply. The successful candidate will be expected to establish an active, externally funded research program and to participate in teaching at the undergraduate and graduate levels. Potential applicants are invited to visit the Web site of the Department (www.uocalgary.ca/faculty/sci/biol/). Calgary is a dynamic city (pop. 850,000), with a lively cultural life and many recreational opportunities. It is located only an hour from the Rocky Mountains and 80 minutes from Banff.

A complete application should include: a curriculum vitae with e-mail address, a concise outline of research plans including copies of up to five publications, and a statement of teaching interests and philosophy. Candidates should arrange to have three letters of reference sent under separate cover. The deadline for receipt of a complete application package is **April 30, 2001**. Send to: **Dr. O. M. Reid**, Head, Department of Biological Sciences, University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4. Fax: (403) 289-9311. E-mail: dmreid@uocalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.uocalgary.ca

L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir les postes suivants:

Cinq postes réguliers menant à la permanence et deux postes temporaires de professeur ou professeur

Nous recherchons des professeurs ou professeurs possédant un doctorat dans la discipline appropriée, qui seront embauchés au rang d'adjoint ou d'adjoint, et qui enseigneront dans les domaines suivants:

- Département de chimie et biochimie (un poste temporaire en chimie)
- École de génie (deux postes réguliers: un en génie électrique et un en génie industriel)
- École de psychologie (deux postes: un poste régulier et un temporaire)
- École de sciences infirmières (un poste régulier)
- Département de biologie (un poste régulier)

Seront également considérées les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline appropriée au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée. La maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle.

Entrée en fonction et traitement: Pour tous ces postes, l'entrée en fonction est prévue pour le 1^{er} juillet 2001. Les critères servant à définir le rang professionnel et le traitement annuel sont établis dans la convention collective.

Une description détaillée de ces postes, incluant les fonctions, les exigences et les détails pour postuler, est disponible dans le site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante: <http://www.umoncton.ca/resshum>.

Fermeture du concours: Les candidatures seront reçues jusqu'au vendredi 6 avril 2001.

UNIVERSITÉ DE MONCTON

Un accent, sur le savoir

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyens et aux résidents permanents ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

CAREERS CARRIÈRES

provincial, federal, and industrial sources and the Department has excellent infrastructure to support animal research. Opportunities for collaboration with investigators representing a diverse range of research areas at the University of Guelph and at nearby universities and medical schools are abundant. The Animal Health Laboratory at the University of Guelph serves the Veterinary Teaching Hospital and the veterinary community at large with a broad range of diagnostic specialists and a state-of-the-art facility. The City of Guelph is a pleasant community of 100,000 people, located in southern Ontario's technology triangle, approximately one hour west of central Toronto. Salary is negotiable and commensurate with qualifications. The deadline for applications is June 1, 2001 or until a suitable candidate is found. Please send a complete curriculum vitae and the contact information for three referees to: Dr. Patricia E. Sweeney, Chair, Department of Pathobiology, University of Guelph, Ontario Canada N1G 2W1, Fax 519 824 5330, email: psweeney@uoguelph.ca. For information on the Department or City see: <http://www.uoguelph.ca/pathobiology/pathobiology.htm>, <http://www.cityofguelph.ca>. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

PHILOSOPHY

GRANT MACGOWAN COLLEGE — The Arts and Science Division invites applications for a Philosophy Instructor with the Humanities Department. This is a full-time continuing position effective July 1, 2001. A PhD in Philosophy and teaching experience in introductory and intermediate level university courses is required. Applicants should include a curriculum vitae, a teaching portfolio or dossier and the name of three referees. Salary is based on education and experience. The closing date is Monday, April 16, 2001 at 4:30 p.m. Quota competition No. 01 03 033. Grant MacGowan thanks all applicants but only those selected for an interview will be contacted. Apply to Human Resources Department, Upper Pine Campus, Room 430, 1045-1155 Street, Edmonton, AB T5P 2P7. Fax: (780) 457-5430; Phone: (780) 457-5434.

PHYSICAL EDUCATION

UNIVERSITY OF ALBERTA — The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for a term (up to three years) position at the rank of Assistant Professor in the area of Exercise Physiology/Biochemistry, beginning July 1, 2001. The successful candidate will

hold a doctoral degree and have a demonstrated ability and commitment to undergraduate and graduate teaching. The person filling this position will also be expected to contribute to the research mission of the Faculty through the development of an independent research program and collaboration with existing researchers in the area. Further information about the University of Alberta and the Faculty may be obtained from <http://www.uofalberta.ca> and <http://www.phy.uofalberta.ca>. The current salary for an assistant professor at the University of Alberta begins at \$43,748. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three referees (including addresses, phone/fax and e-mail addresses) prior to May 1, 2001, to Dr. Jane Watkinson, Associate Dean (Academic), Faculty of Physical Education and Recreation, University of Alberta, Edmonton, Alberta T6G 2G9 Canada. E-mail: jane.watkinson@uofalberta.ca, telephone: (780) 492-5583, fax: (780) 492-2363. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta binds on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICS

THE ROYAL MILITARY COLLEGE OF CANADA in Kingston — The Physics Department invites applications for a tenure track position at the assistant professor level. The required qualifications are a PhD in physics or a related field, an acceptable record of publications, and acceptable teaching experience. Preference may be given to candidates who have demonstrated expertise in the area of Space Science. An appointment at the Lecturer level may be considered for those candidates who are in the final stages of a PhD program. The successful candidate will be expected to teach at the undergraduate level in a physics programme, and to participate in the development and supervision of undergraduate students in the laboratory and in student projects. The candidate will also be actively involved in graduate-level teaching and supervision in the area of Space Science and will be required to conduct an active research program. The successful candidate will be expected to teach in English. This position requires a linguistic profile of PPPPPP (English and French) and the duties associated with it require an ability to function in both official languages. You may consult the Public Service Commission Site at http://www.psc-cp.gc.ca/psc/pole/pole_06_c_e.htm for further information. An eligibility list may be established and candidates who apply for this competition may be assessed to staff

similar positions with various linguistic requirements. This position will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range is under negotiation but the 1997/2000 rate for an assistant professor would be \$38,975 - \$59,785. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a summary of research interests, sample publications and names of three referees to: Dr. S. Rangnathan, Department of Physics, Royal Military College of Canada, P.O. Box 784, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-6000, ext 6037, Fax: (613) 541-6000, email: srangnathan@rmc.ca. The expected starting date for the position is 1 July 2001. The closing date for applications is 30 April 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are required to state their citizenship in their application. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimcc.ca> for further information. The Royal Military College of Canada is a constitutional and bilingual institution, and this position is offered equally to men and women.

THE UNIVERSITY COLLEGE OF THE CARIBOO — The Physical Sciences Department invites applications for a seasonal position in the Physical Sciences Department. The successful candidate will have a commitment to quality undergraduate education. Duties will include instructing a selection of lecture and laboratory courses in Physics at the first and second year level, with the possibility of a third year course in thermodynamics. The position is subject to budgetary considerations. Qualifications: PhD preferred or near completion, teaching experience at the post secondary level is highly desirable; background in thermodynamics would be an asset. The term of appointment is 1 August 2001 to 20 April 2002. The closing date for applications is 27 April 2001. In accordance with Canadian Immigration law, the ad is directed to Canadian citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae quoting the Competition #UJ019 with name, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to Irene Bazel, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants, however, only those under consideration will be contacted.

PHYSIQUE

LE COLLEGE MILITAIRE ROYAL à Kingston — Le Département de physique cherche à combler un poste permanent, au rang de professeur adjoint. Les qualifications requises sont un doctorat en physique (PhD) ou équivalent, un dossier acceptable de publications et une expérience acceptable en enseignement. La préférence pourrait être accordée aux candidats

candidates ayant démontré une expertise en science spatiale. On pourra aussi examiner les dossiers de candidats acceptationnelles qui sont sur le point de compléter leur thèse de doctorat pour une nomination au rang de professeur adjoint de cours. Le candidat la candidate choisie devra enseigner au niveau du premier cycle, faire de la supervision et participer au développement des étudiants de premier cycle dans les laboratoires et dans les projets. Le candidat la candidate devra également simplifier dans l'enseignement et la supervision d'étudiants au niveau des deuxième et troisième cycles dans les domaines de la science spatiale. Il/elle devra développer un programme de recherche original. Le candidat la candidate choisie devra enseigner en anglais. Ce poste bilingue requiert l'habileté de communiquer dans les deux langues officielles avec un profil linguistique PPPPPP. On peut consulter le site de la Commission de la fonction publique pour de plus amples renseignements: http://www.psc-cp.gc.ca/pole/pole_06_c_e.htm. Des listes d'admissibilité pourront être dressées pour doter des postes semblables, dont le profil et les exigences linguistiques sont différents. L'échelle salariale pour 2000/2002 est en négociation, mais elle

s'étendait de 38 975 à 59 785 en 1999/2000. Le salaire accordé dépendra de l'expérience et des qualifications du/de la candidat(e). Les personnes nommées aura une période de stage de trois ans. Un curriculum vitae, accompagné d'un sommaire des intérêts de recherche, de quelques exemples de publications et de trois lettres de recommandations, doit être envoyé à: M. S. Rangnathan, Département de physique, Collège militaire royal du Canada, CP 7800, Succursale Forces, Kingston, ON K7K 7B4, Tél: (613) 541-6000, poste 6037, Fax: (613) 541-6040, Courriel électronique: srangnathan@rmc.ca. La date prévue d'entrevue en fonction est le 1er juillet 2001. La date limite d'acceptation des candidatures est fixée au 30 avril 2001. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les candidats/candidates doivent déclarer leur citoyenneté sur le formulaire d'application. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les qualifications internationales à l'adresse suivante: http://www.cimcc.ca/ci/ci_e.htm. Le

Collège militaire royal du Canada est une institution bilingue mixte et ce poste est offert également aux femmes et aux hommes.

POLITICAL SCIENCE

THE UNIVERSITY OF WINNIPEG — The Department of Political Science invites applications for a tenure-track appointment at the assistant professor rank in Political Theory/Philosophy. The successful applicant will be expected to teach core courses in political theory/philosophy. Candidates should have an active research program in a field related to the teaching duties. Candidates with a PhD and teaching experience will be preferred. The appointment will be effective September 1, 2001. This appointment is subject to budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal

L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir le poste suivant :

Titulaire de la chaire d'études K.-C.-Irving en développement durable

Situation :

Créée en 1993, la chaire d'études K.-C.-Irving en développement durable (www.umoncton.ca) œuvre selon une approche systémique et intégrée. Son mandat est de contribuer au développement des connaissances et à la formation d'individus bien outillés pour faire face aux défis du développement durable. Un tel mandat exige que la chaire appuie ses travaux de recherche sur des groupes de chercheurs et chercheurs provenant de plusieurs disciplines. La chaire vise à intégrer les quatre dimensions suivantes : écologique; socio-économique; politique et éthique; culturelle. Cette chaire bénéficie du soutien d'un fonds de dotation substantiel.

Fonctions :

Conformément à la mission de l'Université, la chaire contribue par ses activités de recherche à l'avancement des connaissances dans divers domaines du savoir reliés au développement durable. Conscient des enjeux globaux, la personne choisie sera prête à agir localement (ex. : secteurs maritime et forestier) et à transformer les rapports dans le milieu où elle évolue.

Formation :

La ou le titulaire détient un Ph.D. ou l'équivalent et possède une expérience interdisciplinaire substantielle en études environnementales.

Durée du mandat : Le mandat est normalement de cinq ans, renouvelable.


Entrée en fonction : Le 1^{er} juillet 2001 est visé.

Les candidatures seront étudiées à partir du 17 avril 2001. Les personnes intéressées à soumettre ou à proposer une candidature sont priées de faire parvenir un dossier complet, incluant un curriculum vitae, un plan de recherche détaillé de cinq ans en fonction des objectifs de la chaire et, aux fins de référence, les noms et coordonnées de cinq personnes, au doyen, Faculté des sciences, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-4301; télécopieur : (506) 858-4544; courriel : bourque@umoncton.ca

UNIVERSITÉ DE MONCTON

Un accent, sur le savoir

L'Université de Moncton s'inscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration, ce concours s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.



THE TOTAL EXPERIENCE

KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo

invites applications for the following faculty positions:


- Marketing and Management
- Journalism
- Education – Language and Literacy
- Education – Instructor/Practica Coordinator
- Psychology
- Geography
- Adventure Guide
- Social Work
- Natural Resource Science
- English – 1 year term position
- History – 1 year term position
- Mathematics/Economics or Mathematics/Computing – combined position at our Williams Lake Campus
- Nursing – Williams Lake Campus

For further information about these positions, please visit our website at: <http://www.cariboo.bc.ca/hr/job.htm>

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward current curriculum vitae, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Irene Bazel
Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.



THE UNIVERSITY COLLEGE OF THE CARIBOO

UCC is a four-year, degree-granting institution serving south-central British Columbia from a main campus located in Kamloops, just 3 1/2 hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Over 8,000 students attend UCC to study in one of over 40 university degree options, or six different diploma and certificate programs, many of them unique in the province.



Assistant Professor or Lecturer Health Promotion

The Faculty of Health Sciences invites applications for either a Probationary (tenure-track) faculty position at the rank of Assistant Professor or a Limited-Term position at the rank of Lecturer with expertise in areas related to healthy lifestyle/health promotion for its new undergraduate program in Health Sciences (BHSc). Of particular interest are candidates with a PhD degree in an area of health promotion with expertise in community health and/or health education. Responsibilities of the successful applicant will include teaching in undergraduate courses in health promotion and implement a health promotion practicum course. Ability to teach critical appraisal methodology is an asset. In addition, graduate teaching, conduct of research and service to the University community is anticipated.

The Faculty of Health Sciences consists of five well-established and highly successful Schools (Communication Sciences and Disorders; Kinesiology; Nursing; Occupational Therapy; and Physical Therapy) and an interdisciplinary program – Bachelor of Health Sciences. The Faculty is home to a number of specialized research and training centres, including the Canadian Centre for Activity & Ageing; the National Centre for Audiology; the International Centre for Olympic Studies; Children's Developmental Disability Centre; Fowler-Kennedy Sport Medicine Clinic; Weider Chair in Exercise Nutrition; the Human Motor Performance Laboratory; the Exercise & Pregnancy Laboratory; and the Nursing Research unit. In addition to the Faculty's many research centers numerous options for collaboration exist within the London and surrounding area. Further information on the Health Sciences program and the Faculty is available at www.uwo.ca/hhs.

The effective date of the appointment is July 1, 2001. A Limited-Term position will be for up to five years and a Probationary appointment will be for a six-year term. Nominations and applications for both internal and external candidates are required by **Friday, May 18, 2001**. The curriculum vitae and names of three referees will be regarded as confidential until interview candidates have been determined. Submit documentation to:

Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1

Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with disabilities.

CAREERS CARRIÈRES

nal persons and persons with disabilities. Letters of application, with a current curriculum vitae and the names of three referees, should be sent by April 30, 2001 to: Dr. Allen Bala, Chair, Department of Political Science, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3S 2E9, Fax: (204) 774-4134

PSYCHOLOGY

UNIVERSITY OF MANITOBA — The Department of Educational Administration, Foundations and Psychology, Faculty of Education, invites applications for a full-time tenure track position at the level of Assistant Professor in the area of Measurement and Evaluation, starting July 1st, 2001, or as soon thereafter as possible. Responsibilities will include: (1) teaching in the Faculty's Post-Baccalaureate Certificate in Education and Master of Education programs in the area of Measurement and Evaluation; (2) teaching undergraduate courses in the psychology of learning and instruction; (3) leadership with teacher candidates and other educators; (4) carrying out an active research program in the area of expertise; (5) supervising graduate students; and (6) participating in the Faculty's service activities and providing leadership on contemporary issues in assessment such as authentic assessment, curriculum based assessment, and school-wide educational assessment. Applicants must hold an earned doctorate degree, with experience demonstrated by publications and scholarship in the area of Measurement and Evaluation, by the start date of the appointment. The preferred candidate will also provide evidence of the ability and po-

tential to initiate and sustain a continuing high quality program of research leading to scholarly publication, as well as demonstrate the capacity to teach effectively at both undergraduate and graduate levels. Teaching experience at the K-12 level would be an asset. Salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities. Among all people, and persons with disabilities in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Faculty of Education has been authorized by the Vice-President to hire this position but it is still subject to final budgetary approval. Letters of application, complete with curriculum vitae, transcripts, and three letters of confidential reference should be forwarded to: Dr. Jon Young, Head, Department of Educational Administration, Foundations, and Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Telephone: (204) 474-9167, Fax: (204) 474-7554, Email: youngjo@umanitoba.ca. The closing date for applications is May 14, 2001. Additional information about the Department and the University may be obtained through the University of Manitoba website: www.umanitoba.ca. Information about the City of Winnipeg can be found at www.city.winnipeg.mb.ca.

UNIVERSITY OF VICTORIA — Department of Psychology, Canada Research Chair in Cognitive Developmental Cognitive Neuroscience (CRC) provides generous salary and research support and reduced teaching responsibilities, and ap-

plications are considered without regard to nationality. Applications are invited from individuals who would qualify either for a Tier 1 (senior) or a Tier 2 (junior) Chair. Positions of qualifications for Tier 1 and 2 can be obtained by visiting www.chrc.gc.ca. We seek an established cognitive neuroscientist whose research emphasizes the exploration of fundamental principles of brain-behavior relationships and their development in children or adults. The successful applicant would be expected to: (1) attract research funding from both the Natural Sciences and Engineering Research Council of Canada (NSERC) and the Canadian Institutes of Health Research (WHI/CIHR); (2) develop collaborations with members of the Department and with the broader University community; (3) contribute in fundamental ways to the training of graduate and undergraduate students; and (4) develop research partnerships with local community facilities. The University of Victoria is a mid-size university with 17,500 students and is situated in one of the most beautiful cities in Canada. The Department of Psychology has 56 faculty members and 70 graduate students (www.uvic.ca/psych). Faculty expertise is concentrated along four primary areas: clinical, cognitive, life-span development, and social. The deadline for applications is May 15, 2001. Preliminary inquiries may be sent to: Michaela Krasner, Department of Psychology, 250-721-7522, e-mail: mkrasner@uvic.ca. Applications should include a current curriculum vitae, a statement outlining the applicant's program of research, a list of at least five references, and the names of three referees. All materials should be addressed to: CRC Search Committee, Department of Psychology, University of Victoria, P.O. Box 3050 STN CSC, Victoria BC V8W 3P5, Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people.

UNIVERSITY OF WATERLOO — The Department of Psychology invites applications from exceptional candidates for a junior (II) Canada Research Chair in Cognitive Neuroscience. Area of specialization is open, but we are particularly interested in applicants with a research background who have experience using fMRI or ERP to gain insights into the processes underlying human cognition. We anticipate that a successful applicant will be appointed as a tenure track assistant or associate professor. Applicants must have a PhD in psychology, or a closely related field, a proven record of research excellence, and a strong on-going research program. The successful applicant will be expected to participate in both undergraduate and graduate education. Information about the Department can be found at: <http://www.psychology.uwaterloo.ca>. The appointment can begin as early as July 1 or September 1, 2001. Applicants who are viewed as recommended will be invited to submit a curriculum vitae, a statement of teaching and

research interests, reports or preprints of recent papers, and a range for three confidential letters of reference to be sent to: Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

GRANT MACLEWY COLLEGE — The Arts and Science Division invites applications for an Educational Psychology Instructor with the Social Sciences Department. This is a full-time continuing position effective July 1, 2001. This position is ideally suited for an individual who has a strong academic background and a commitment to teaching as a career priority. The successful candidate will teach a second-year educational psychology course as well as introductory psychology, and preferably one of developmental psychology, personality or cognitive psychology. A PhD in Educational Psychology is required and a proven record in teaching excellence is preferred. The successful candidate must be able to work as a collegial member of an interdisciplinary department. Applicants should include a curriculum vitae and graduate transcripts. Candidates should also submit three letters of reference to be submitted under separate cover. Salary range is \$24,000 to \$30,000 per annum. The closing date is Monday, April 30, 2001 at 4:30 p.m. Quota Completion No. 01 03031. Grant Maclewy thanks all applicants but only those selected for an interview will be contacted. Apply to Human Resources Department, Jasper Place Campus, Room 438, 10045 - 156 Street, Edmonton, AB T2P 2P7, Fax: (780) 457-3906, Phone: (780) 457-5434.

RELIGIOUS STUDIES

UNIVERSITY OF VICTORIA — Invites applications for the position of Director of the Centre for Studies in Religion and Society. The appointment to begin 1 July 2002 for a term not exceeding five years. The Director will hold a tenurable appointment in an academic department in the Humanities Faculty. The position of the Directorship will be expected to teach part-time. Applicants should have distinguished records in publishing and teaching in Religious Studies administration and experience in the coordination of obtaining research grants, interdisciplinary interests and knowledge of the social aspects of religious issues will be regarded as assets. Rank: senior Associate Professor or Professor. The Centre for Studies in Religion and Society is an established research centre with an international reputation. The Centre fosters the scholarly study of religion in relation to the sciences, ethics, social and economic development and other aspects of human life. The Centre has a fundamental commitment to pluralism (see the Centre web page at <http://web.uvic.ca/csr/>). The Director will administer the Centre

and its programs, plan and initiate new activities. The Director reports to the VP Research. The University of Victoria has approximately 17,500 full and part-time undergraduate students, 2,000 graduate students and 635 faculty in the Faculties of Business, Education, English, Health Sciences, Graduate Studies, Humanities and Social Development, Humanities, Law, Science and Social Science. Applicants are requested to send a letter of application and curriculum vitae, and three letters of reference to the Search Committee by June 1, 2001, the closing date for applications. Please address all correspondence to: Dr. S. Martin Taylor, Vice-President Research, University of Victoria, Victoria BC Canada V8W 3A4, Telephone: (250) 721-7573, Fax: (250) 721-8560. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

UNIVERSITÉ D'OTTAWA — Le Département des études anciennes et des sciences des religions sollicite des candidats pour un poste de professeur titulaire d'un doctorat permanent, à la permanence, ouvert à partir du 1er juillet 2001. Le domaine de spécialisation, sciences des religions et religions du monde. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent dans son domaine et disposer de publications à caractère universitaire (un minimum de trois) et d'une expérience d'enseignement des études supérieures d'université. On donnera la préférence aux candidats et candidates qui feront la preuve de leur compétence dans l'étude de l'islam et d'un minimum une religion orientale. Il ou elle doit avoir une maîtrise suffisante des langues française et anglaise pour pouvoir enseigner et faire des recherches en l'une ou l'autre langue. Les candidats doivent avoir une expérience d'enseignement au moins de trois cycles, soit du niveau du baccalauréat au doctorat. Au niveau du baccalauréat, l'enseignement est donné en français et en anglais. Le traitement et la charge de travail sont en conformité avec la convention collective. L'université a une politique d'équité en matière d'emploi. Les femmes et les personnes handicapées sont encouragées à poser leur candidature. Conformément aux exigences prescrites en matière d'emploi, les candidats doivent avoir une expérience d'enseignement des études supérieures d'université et des sciences des religions. Université d'Ottawa, 70 avenue Laurier est, Ottawa (Ontario) K1N 6N5, Tél: 613-562-5714, Télécopieur: 613-562-5991. E-mail: phyl@uottawa.ca

UNIVERSITY OF OTTAWA — The Department of Classics and Religious Studies announces the opening of a full-time, tenure-track position for an assistant professor starting 1 July 2001. Field of specialization: Scientific Study of Religion and World Religions (PPE) relevant to the field of religious studies is required. Candidates should have sufficient relevant publications (minimum three) to qualify for supervising graduate research at the University of Ottawa. Preference will be given to candidates with demonstrated experience in the study of Islam and at least one eastern religion. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in both French and English, and this immediately and competently upon assuming the position. The bulk of the undergraduate teaching load will be in French. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. Equity is a University Policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Applications, including a curriculum vitae, one or two recent publications, and three letters of reference, should reach the department by 17 April 2001 to: Dr. Peter Beyer, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario K1N 6N5. Tel: 613-562-5714, Fax: 613-562-5991. E-mail: pbeyer@uottawa.ca

SOCIAL WORK

DAHOUSIE UNIVERSITY — Social Work. Applications are invited for a probationary tenure track position, commencing August 1, 2001. The School is preparing to conduct a search in a half-time position, or in a joint appointment with another academic department. This appointment would normally be at the assistant professor level. Alternatively, this position may be combined with other School resources to make possible a full-time appointment at the associate or full professor level. The successful candidate will be expected to teach in the BSW and MSW programs. The School offers a generic BSW, which includes core courses in social work theory and practice, social policy and cross-cultural studies. The MSW offers concentrations in family-child welfare, physical and mental health, and community work. Both the BSW and MSW incorporate an analysis of systemic inequalities pertaining to social factors such as class, gender, sexual orientation, race and disability, social policy and social work practice in a knowledge of political economy, and seek to develop practitioners who are effective in personal and community change. Both degree programs are offered on campus in Halifax, and beginning in September, 2001 they will be available by distance education to students across Canada. Applicants should normally have a PhD or equivalent in social work or a related field, as well as demonstrated achievement in research and scholarship. Candidates should also submit evidence of effectiveness in teaching, social work practice or social policy appropriate to their experience. Evidence of the diversity of our student population and constituencies in the Maritime region, the School is making special efforts to increase the diversity of its faculty. The Selection Committee will consider Aboriginal and African Canadian applicants with Master's level qualifications or a doctorate in progress who are prepared to complete doctoral studies in the early years of their appointment. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Dalhousie University is an Employer/Employee Affirmative Action Employer. The University is committed to the employment of qualified Aboriginal people, persons with a disability, racially visible people and women. Applicants should send their curriculum vitae, the names of three academic and professional references, should be sent to the address below. Applications will be considered in the period beginning May 15, 2001 and thereafter until the position is filled. Dr. Fred Wren, Acting Director, Maritime School of Social Work, Dalhousie University, 6000 University Ave., Halifax, NS B6A 3H5, Tel: 902-494-3762, Fax: 902-494-5709.

SOCIOLOGY

UNIVERSITY OF TORONTO — The Department of Sociology and the Institute for Women's Studies and Gender Studies at the University of Toronto invite applications for a tenure track appointment at the rank of Assistant Professor. The successful candidate will have a PhD in sociology and will carry out research on health or social policy issues, with a focus on gender. The appointment will be effective July 1, 2001 (negotiable). Applicants should have a completed PhD by the time of the appointment and have demonstrated promise of excellence in teaching and scholarly research and publication. At the time of appointment, the candidate must be 40% Women's/Gender Studies, the appointee will be expected to teach undergraduate and graduate courses in Sociology and in Women's/Gender Studies. The letter requires a capacity to teach interdisciplinary courses. Salary will be commensurate with experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, aboriginal people, persons with disabilities, and persons who may contribute to the diversification of ideas. Applicants should include a covering letter, curriculum vitae, teaching awards, and two article-length samples of research. Applicants should also arrange for three letters of reference to be submitted under

CAUT ACPPPU

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human Rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities, and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements from these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005, tel: 202-737-5500.

L'éditeur n'accepte pas d'annonces de postes d'administration ou d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de sexe, d'âge, d'état civil, de situation familiale, ethnique, d'orientation sexuelle, d'origine sociale ou de convictions. L'ACPPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne ou à l'établissement qu'a l'intention de faire paraître une annonce restrictive de l'avis à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services au gouvernement fédéral qui emploient au moins 100 personnes et veulent soumettre des contrats fédéraux comprennent des contrats de recherche d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité en matière d'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de l'ACPPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPPU qui pourraient être intéressés. La protection de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5500.

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AD DEADLINES 2000-2001

The Bulletin is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	September 8th	
October	October 1st	October 30th
November	November 1st	November 12th
December	December 1st	December 15th
January	January 1st	January 15th
February	February 1st	February 15th
March	March 1st	March 15th
April	April 1st	April 15th
May	May 1st	May 15th
June	June 1st	June 15th

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

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DATES LIMTES 2000-2001

Le Bulletin est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	8 septembre	
Octobre	1 octobre	30 septembre
Novembre	1 novembre	12 novembre
Décembre	1 décembre	15 décembre
Janvier	1 janvier	15 janvier
Février	1 février	15 février
Mars	1 mars	15 mars
Avril	1 avril	15 avril
Mai	1 mai	15 mai
Juin	1 juin	15 juin

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPPU

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CAREERS CARRIÈRES

separate cover. The review of applications will begin shortly thereafter. All correspondence should be sent to: Professor Lorne Tepper, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario Canada, M5S 2A1. Applications will close April 30, 2001.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — The Department of Sociology invites applications for an eight-month term position in Sociology. The appointment will commence September 1, 2001. Candidates should be qualified to teach statistics, research methods, introductory sociology and social issues in their own area of specialization. Those with an interest in media studies and/or cultural studies are encouraged to apply. Appointments will be made subject to budgetary approval and at the Lecturer or Assistant Professor level. PhD or near completion is required. Applications should be sent to Dr. J.M.C. Burns, Chair, Department of Sociology, University of New Brunswick, Box 5050, Saint John, NB, E3L 4L5, or faxed to (506) 648-5611. The hiring committee will begin reviewing applications as of May 1, 2001. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — The Department of Sociology invites applications for an eight-month term position in Sociology. The appointment will commence September 1, 2001. Candidates should be qualified to teach introduction to gender studies, introductory sociology and courses in feminist theory, feminist methodology and discourse analysis (e.g., textual analysis, conversation analysis, ethnomethodology). Those with an interest in media studies and/or cultural studies are encouraged to apply. Appointments will be made subject to budgetary approval and at the Lecturer or Assistant Professor level. PhD or near completion is required. Applications should be sent to Dr. J.M.C. Burns, Chair, Department of Sociology, University of New Brunswick, Box 5050, Saint John, NB, E3L 4L5, or faxed to (506) 648-5611. The hiring committee will begin reviewing applications as of May 1, 2001. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — The Department of Sociology invites applications for a full-time, limited term teaching appointment for the academic year 2001-2002. We are seeking someone with a recent PhD and experience teaching in more than one of the following areas: Introductory Sociology, Deviance and Criminology, and Family. Other teaching areas of preference are Health and Illness, Social Movements, or Youth Culture. The initial appointment will be for the academic year 2001-2002, with the possibility of renewal subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit by April 30, 2001 a letter of application accompanied by a curriculum vitae, any available teaching evaluations, and two letters of reference to Dr. S. Phillips, Chair, Department of Sociology, University of Alberta, Edmonton, Alberta T6G 2H4, Fax: (780) 492-7198. The records arising from the competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF WINNIPEG — The Department of Sociology invites applications from qualified women and men for a 2-year sessional position. The preferred candidate will have a primary specialization in Criminology and be able to teach introductory and intermediate courses in Sociology. Candidates should have a PhD or be near completion. The candidate should have a strong record and a strong commitment to undertake teaching and research. The effective date of appointment is July 1, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. Salary will be commensurate with qualifications and experience. Interested candidates should, by April 30, 2001, send a curriculum vitae, including three letters of reference to Professor Sandra Kirby, Chair, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2P6, Fax: (204) 774-4134, sociology@uwinnipeg.ca.

THE UNIVERSITY OF WINDSOR — Invites applications for two tenure-track positions in Sociology and Anthropology in the areas of quantitative methods and social justice at the rank of assistant professor. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Search Committee, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: (519) 253-3000 ext. 1159, Fax: (519) 971-6241, Email: lynne@uwindsor.ca.

GRANT MACVEAN COLLEGE — The Arts and Science Division invites applications for a Sociology instructor with the Humanities Department. This is a full-time continuing position effective July 1, 2001. This position is ideally suited for an individual who has a strong academic background and a commitment to teaching as a career priority. The successful candidate will be a sociology generalist with focused expertise in diversity and inequality issues and in one of juvenile delinquency, gender or family. Responsibilities include teaching at the introductory and intermediate university levels. A PhD in Sociology is required and a proven record in teaching experience is preferred. The successful candidate must be able to work as a collegial member of an interdisciplinary department. Applicants should include a curriculum vitae and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted under separate cover. Salary is based on education and experience. The closing date is Monday, April 30, 2001 at 4:30 pm. Double competition No. 01-03-03. Grant MacVean thanks all applicants but only those selected for an

interview will be contacted. Apply to Human Resources Department, Jasper Place Campus, Room 403, 10045-116 Street, Edmonton, AB T5P 2P7, Fax: (780) 493-5430, Phone: (780) 493-5434.

SPANISH

GRANT MACVEAN COLLEGE — The Arts and Science Division invites applications for a Sociology instructor with the Humanities Department. This is a full-time continuing position effective July 1, 2001. A.M.A. in Spanish and post secondary teaching experience are required. Applicants should include a curriculum vitae, a teaching portfolio or dossier and the names of three references. Salary based on education and experience. Closing Date: Friday, April 27, 2001 at 4:30 pm. Double competition No. 01-03-03. Grant MacVean College thanks all applicants but only those selected for an interview will be contacted. Apply to Human Resources Department, Jasper Place Campus, Room 403, 10045-116 Street, Edmonton, AB T5P 2P7, Fax: (780) 493-5430, Phone: (780) 493-5434. Inquiries and enquiries should be directed to life through career and university studies.

SURGERY

THE UNIVERSITY OF ALBERTA — The Department of Surgery is accepting applications for the position of Assistant Surgeon in the Division of General Surgery, with cross appointment to the Division of Surgical Research and to the Division of Surgery in the Department of Oncology. This position will be a full-time position at either the Assistant or Associate Professor level (\$45,744 - \$86,618). Final income will be negotiated on the basis of clinical activity, research and teaching productivity. The successful applicant must have fulfilled the fellowship qualifications of the Royal College of Physicians and Surgeons of Canada in General Surgery with additional fellowship training in Oncology. In addition, eligibility to apply to granting agencies for salary support (i.e., Alberta Heritage Foundation for Medical Research) is desirable. Starting date: June 1, 2001 to September 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by May 31, 2001, enclosing a recent curriculum vitae and the names of three references to: Dr. SM Hamilton, Walter Strling

Anderson Professor and Chair of Surgery, 2622, Walter C. Mackenzie Health Sciences Centre, 8442 112 Street, Edmonton, Alberta, T6E 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diverse and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

VETERINARY PATHOLOGY

THE UNIVERSITY OF GUELPH — The Department of Pathobiology Ontario Veterinary College invites applications for a tenure-track faculty position, at the Assistant or Associate Professor level, in clinical pathology. The ideal candidate will have a degree in veterinary medicine from an accredited school and PhD, DVM, or equivalent advanced education and experience in relevant disciplines. In the first instance, the Department is seeking candidates with research and experience that will facilitate development and sustenance of a competitive and independent research program appropriate for support of postgraduate and postdoctoral education. However, outstanding candidates with strong and imaginative teaching expertise as well as excellent applied research and diagnostic abilities will be considered. Duties encompass teaching clinical pathology in all phases of the DVM program and in graduate programs, including facilitation of experiential learning in the Animal Health Laboratory. Candidates should be certified or eligible for certification by the American College of Veterinary Pathologists (ACVP) or similar specialty board and must be eligible for licensure to practice veterinary medicine in Ontario. Willingness to be an active member of the Department, College, University, and scientific communities would also be expected. The Department has recognized strengths in mammalian and comparative pathology, veterinary infectious diseases, and immunology. Faculty have established research programs in a variety of areas funded through provincial, federal, and industrial sources and the Department has an excellent infrastructure to support animal research. Opportunities for collaboration with investigators representing a diverse range of research areas at the University of Guelph and at surrounding universities and medical schools

are abundant. The Ontario Veterinary College is currently involved in a comprehensive effort to initiate a well integrated competency based curriculum for veterinary students, which offers the opportunity to apply innovative teaching concepts. The Animal Health Laboratory at the University of Guelph serves the Veterinary Teaching Hospital and the veterinary community at large with a broad range of diagnostic specialists and a state-of-the-art facility. The City of Guelph is a pleasant rural community of 100,000 people, located in southern Ontario's technology triangle, approximately one hour west of central Toronto. Salary is negotiable and commensurate with qualifications. The deadline for applications is May 1, 2001 or until a suitable candidate is found. Please send a complete curriculum vitae and the contact information for three references to: Dr. Patricia E. Sheehan, Chair, Department of Pathobiology, University of Guelph, Guelph, Ontario Canada N1G 2W1, Fax: (519) 824-9530, Email: psheehan@uoguelph.ca. For information on the Department or City see <http://www.uoguelph.ca/pathobiology/pathobiology.html>, <http://www.cryguelph.ca>. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We encourage particularly encourage applications from

qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ACCOMMODATIONS

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CANCELLED — Suburban Rental. Fully furnished 4 bedroom house. North Toronto. Close to subway. Fully furnished. Call for details. Available June 1, 2001 to June 30, 2002 (negotiable). \$2400/month plus utilities. (416) 482-7426, evan@baylor.ca



McGill

Head, MacDonald Campus Library & Coordinator of Information Resources & Technology

McGill University invites applications for the position of Head, MacDonald Campus Library and Coordinator of Information Resources and Technology. Reporting to the Special Libraries Coordinator, but with functional reporting responsibilities to the Dean of the Faculty of Agricultural and Environmental Sciences on information resource and technology issues, the incumbent is responsible for all aspects of the day-to-day operations of the MacDonald Campus Library. The MacDonald Campus, situated 30 kilometres west of Montreal in Sainte Anne de Bellevue, is home to the Faculty of Agricultural and Environmental Sciences.

The MacDonald Campus Library holds 96,000 volumes and presently has a staff of two FTE librarians and five FTE support staff. As head of the MacDonald Campus Library, the incumbent's responsibilities include the organization, administration and operation of the library, collection and information resource development, fund development and client services operations. The successful candidate will also develop and participate in faculty outreach activities and will liaise with the Campus community to promote awareness of new information resources and to link students, researchers and faculty to library and other scholarly information resources.

The Faculty of Agricultural and Environmental Sciences is presently reviewing its research information needs in view of significant advances in the size and scope of its teaching and research programs. Funding to renovate and redesign the existing library facilities to meet the future needs of the Faculty may become available during the course of the next few years. The incumbent will be a key player in all aspects of needs assessment, fund development and project planning.

The incumbent will work in close collaboration with the MacDonald Campus Computing Centre on issues dealing with the integration of information technologies on the campus, and will liaise with the MacDonald Campus Committee on Information Technologies on matters pertaining to the provision and development of electronic information resources to meet academic needs.

Minimum qualifications are a graduate degree in library and information studies from an ALA-accredited institution or equivalent, and at least five (5) years of experience as a librarian in positions of increasing responsibility in a community of learning. An undergraduate and an advanced degree in science is highly desirable. Evidence of leadership and good management ability, as well as proven practical experience with information systems and technology, including networked PC environments, will be considered assets. Demonstrated ability in web site development and HTML, and familiarity with web-based teaching support tools (e.g. WebCT) is desirable. Experience in teaching in a hands-on electronic environment is an asset. Fluency in English and French required.

The initial tenure track appointment for a three-year period is renewable. Both appointment and renewal require the approval of the Dean of the Faculty of Agricultural and Environmental Sciences as well as of the Director of Libraries. We anticipate filling this position no later than July 1, 2001. Salary for this position will be commensurate with qualifications and experience.

Applications along with a curriculum vitae and the names and addresses of three referees should be sent to:

Mr. Robert F. Clarke
Chair, Search Committee
McGill University Libraries
3455 McTavish Street
Montreal, Quebec H3A 1Y1
Tel: (514) 398-4677
Fax: (514) 398-3561
Email: doadmin@library.mcgill.ca

Applications will be accepted until 30 April 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

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'Crisis Talk' Prompts Hope for More Funding

By RONALD MELCHERS

UNIVERSITIES appear poised on the edge of the biggest faculty hiring boom since the 1960s when the conjugated effects of the post-war baby boom and new thinking about access to higher education saw more than 18,000 new faculty hired at Canadian universities in a single decade, more than tripling the total number of faculty teaching at Canadian universities and exceeding the total number of new faculty hirings for the next three decades.

But what evidence is there today that such a phenomenon is to be repeated? More to the point, who stands to benefit from the conviction that this is so?

The rapid expansion of post-secondary education in the sixties had dramatic consequences on academic life. Public capital spending for higher education soared to record levels as entire campuses sprung up from the ground. University labour costs increased at a rate yet faster than that of hirings as average faculty salaries soared by 36 per cent in "real" terms (adjusted for inflation) over the course of decade, even as average age of faculty dropped dramatically to under 39 years of age in 1970.

A front-page headline in the *Globe and Mail* for Nov. 3, 1959 reported a call by then University of Toronto president Claude Bissell for exceptional measures to recruit scholars from the U.S. and abroad. These measures included such things as moving costs, mortgage assistance, improved employee benefits and generous travel funds.

The trends continued until the seventies. The number of hirings tapered off after 1970 and began to fall further and further behind the growth in enrolments. The university construction boom wound down by 1973 and average faculty real salaries peaked at their historic level in 1976, just as university professors began to unionize in an effort to preserve the advantages they had gained.

The decades since then have seen university expenditures on both capital and labour fall far behind increases in enrolments. By the end of the seventies, increases in the number of faculty had begun to fall behind both enrolment and university revenues.

Real salaries of university faculty stagnated after the mid-seventies as university payrolls felt the pressure of faculty aging up through the wage structure. In fact, when this effect of aging is discounted for, real faculty salary scales declined by 15 per cent from 1971 to 1998.

In the past decade, enrolment declines, severe cutbacks in public funding, a decline in faculty numbers and in real faculty salaries have all contributed to making post-secondary education one of the fastest declining sectors in the services-producing economy. Little wonder the prospect of a return to the heady 1960s has captured the imaginations of so many observers.

University presidents have been on the front lines getting the message out. First the Association of Universities and Colleges of Canada asked a former president of Carleton University to examine the issue. Then the Council of Ontario Universities commissioned a study of enrolment and faculty renewal piloted by a former president of Queen's University and aided by a reputable consulting firm. Now faculty associations and their provincial and national representatives have also joined in the chorus of voices warning of an impending crisis.

But, so much consensus should raise doubts, if only to follow the advice of Descartes: "it is necessary that at least once in your life you doubt, as far as possible, all things."

Elizabeth Bowen said: "Nobody speaks the truth when there's something they must have." University presidents must have more public funding to respond to this crisis. They must have more autonomy in seeking and maintaining control over their own source revenues. University presidents especially must have more freedom from what they consider to be burdensome collective agreements if they are to rise to the coming challenge and any who oppose such laudable measures are a danger to the public good.

Finally, faculty associations now joining in the calls to action must have more bargaining clout for their members and faculty must have better salaries and working conditions if the university is to be able to attract and retain the "best and the brightest." To achieve these ends all must have the ear of the media and the public if they are to influence public policy. The sense of urgency brought to a situation by impending crisis serves all these competing ends though not all equally.

What evidence do we have of an impending surge in enrolment, a crumbling of Canada's university campuses and a crisis in faculty renewal and retention? Before we examine this evidence, it must be pointed out that the physical deterioration of campuses, the decline of the university teaching profession and soaring student-faculty ratios have been going on over the past three decades with little apparent relation to the level of public funding.

In good times and yet more so in bad times, university decision-makers have used their discretion to spend elsewhere. Trusts, endowments, special purpose funds, university research and non-teaching operations have always received higher priority in financial decision-making than buildings, teachers and students. So, why are we now to believe that future new revenues will flow to these purposes?

The case supporting a dramatic increase in enrolment has been over-stated. There is certainly evidence the enrolment decline of the nineties is now ended for most universities and will continue to recover for another decade. Ontario universities in particular will soon experience a short-term surge in enrolments when the final year of secondary education is abolished and a "double-cohort" arrives at their doors.

However, this recovery in enrolment is not affecting all universities equally, and is indeed not affecting many at all. As Professor Marvin McNis pointed out at a recent OCUFA conference on the faculty renewal crisis, most of this demographic pressure comes from an echo of past immigration and migration. Immigrants whose children are now arriving at university concentrated themselves in a few major urban areas, principal among them the Greater Toronto Area and lower mainland British Columbia. They were joined by immigrants from declining regions.

When the impact of the spiraling costs of attending university on the "hometown university" advantage is factored into the equation, it is clear that enrolment increases will be a localized phenomenon. Most universities and most provinces are not expected to experience any enrolment increases over the next decade and many will continue to experience declines. Furthermore, a decline in the birth rate after 1991 will result in a renewed decline in potential university admissions by the end of the current decade.

Much of the projection for higher future enrolment is based upon projections for a dramatic increase in the rate of participation in university education among 18- to 24-year-olds. This also may not be as durable a phenomenon as is advanced by some authors and commentators. Projecting future labour market trends, and even more so future responses to these trends, has always been a very dubious exercise.

Trusts, endowments, special purpose funds, university research and non-teaching operations have always received higher priority in financial decision-making than buildings, teachers and students. Why are we now to believe that future new revenues will flow to these purposes?

A particular cause for second thought on these participation projections might be the rapidly changing nature of the college sector and its relationship to universities. The intent of present public policy is to revitalize the college sector so as to ensure its survival. The conferring of degree-granting status to colleges, generalized transfer of credit arrangements with universities and the emergence of a two-tier university system with most institutions relegated to non-research teaching missions are all steps in a redesign of post-secondary education in Canada.

We appear to many to be headed towards an American-style expanded college system occupying a broad-based lower tier in a hierarchical post-secondary education system. This sector will be hiring teachers below the fully qualified PhD level. Yet, this is not given weight in most projections for faculty demand.

There are similar trends towards hierarchical restructuring of faculty within universities themselves. The recent growth of non full-time, non tenure-track appointments has already been noted. With the significant exception of the very deep 1997 Ontario funding cutbacks, a tide that lowered all boats, this trend has accelerated. Rather than a purely

financial measure, this seems to be part of a more fundamental restructuring of university teaching in particular. There is again no reason to believe that any restoration or growth of funding would reverse it.

Projections of a "crisis" also accelerate somewhat the timing of faculty retirements. Those entering the academic career stream in the 1960s and early 1970s were young, often in their mid-twenties. The average age of retirement for university faculty is very high when compared to other high income earners in the labour market, much closer to age 65 than to "freedom 55."

This is in large part a consequence of the unique skewing of career earnings of faculty towards the end of the career, which creates considerable incentive for older professors to remain employed as long as possible. In 1999-2000, there were just over 3,000 university professors aged 60 or over employed in Canadian universities (12 per cent of the total), essentially the same number as a decade earlier and close to what one would expect in that elusive "steady state" demographic model.

The largest cohort of future retirees (39 per cent of all faculty) are still in their 50s and remain as much as a full decade away from retirement. With very few exceptions, most universities will see their largest number of retirements occur just as the current demographic enrolment surge ends by 2012. Finally, none of the projections supporting the "crisis" hypothesis make allowances for the growing pool of faculty retirees eager to continue working, often less than full-time, full-year. As their ranks grow, so may pressures for new hiring recede.

There are also questions that can be asked as to projections of the supply of university teachers. When most faculty now approaching retirement were hired, a majority of PhD holders found employment in universities. According to the 1996 census, universities employed one-half of PhD holders over age 55 while employing only 27 per cent of PhD graduates aged less than 40. According to more recent information from the National Graduate Survey, university "take-up" is less yet in the fields of greatest projected demand.

It is true that early career earnings for PhD graduates employed by universities are less attractive than most outside opportunities, and this is true of all disciplines not just those in high demand. But this does not appear to have had any significant dissuasive effect on university hiring. Nor is this disadvantage immutable.

Furthermore, the work performed by PhD graduates inside or outside academe is already tending to diversify and ultimately may converge as a result of the increased role of the private sector in university research. The argument that there are insufficient highly qualified candidates for academic appointments is simply not always made convincingly.

So what is the goal of this "crisis talk"? My guess is that what is being sought is not so much understanding as it is simply the power to influence the public agenda. In "crisis talk" each party attempts to portray its own "must haves" as the only true solution to the impending crisis, disqualifying all opposition as uninformed and constituting an obstacle to the urgent task at hand. In this struggle for influence, it is less the quality of one's facts and argument that wins the battle than it is the influence one is able to gain.

I would caution anyone eager to enter the fray. Arguments for urgency and haste are double-edged swords and haste can dissimulate intent. While there may be less than appears in the arguments, there is undoubtedly more than appears in the intentions of those wielding them. ■

Ronald Melchers is associate professor of criminology (criminal justice policy) at the University of Ottawa.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Tribune libre est une chronique régulière du *Bulletin*. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.